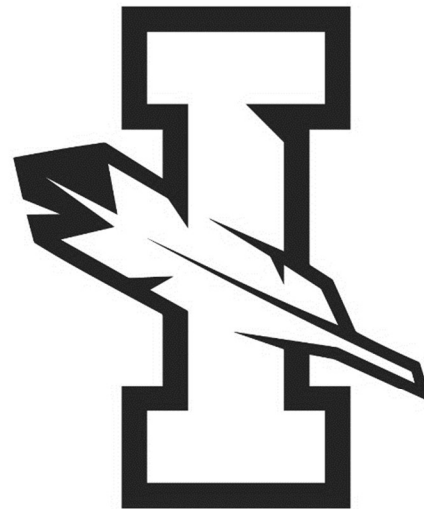

2022

President's Year-End Review

Continuous Progress
Toward Institutional Goals

Dr. Jay Allen
President



Submitted to the
Board of Trustees
June 13, 2022

ITAWAMBA
C O M M U N I T Y C O L L E G E

Itawamba Community College

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President's Accomplishments Summary

As the pages of the calendar turned to August and the doors opened for the 2021 fall semester, Itawamba Community College returned to a more normal setting following 520 days of intensive COVID protocols. Over the past year, students and faculty returned to in-class learning and dynamic interaction in a calendar packed with activities for all.

It has been my pleasure over the past year to continue to cultivate relationships, both internally and externally, through visits with groups, individuals and industries; service on boards, attendance at various councils, committees and community events; and invitations for speaking engagements across the state and region. One of the opportunities I value most is maintaining connection with our faculty and staff, who continue to be the key to ICC's success.

Although we hope that COVID-19 is in our rearview mirror, we are still cautious in our planning and decision-making. We continue to offer virtual-only courses because for some students, they are a better fit, which enables us to better serve all of our region and beyond.

As a representative of Itawamba Community College and in my role as chair of the Mississippi Association of Community Colleges Workforce Education Committee, I spent countless hours in Jackson working for both the betterment of ICC and the association, as well as all individuals who are contributing to the state's economy. Also, my role as board member of the American Association of Community Colleges has allowed ICC a seat at the national table of community colleges.

It is a pleasure to share with you this President's Year-End Review, which highlights the results of each division's impact on the College. We are excited that ICC has been named one of 25 finalists in the selection of the recipient of the 2023 \$1 million Aspen Prize. It is another indication of the success of the college, its continuing status as a premier community college and a testament to our exceptional faculty and staff, without whom it would not be possible.

Also this year, engagement opportunities continue to increase for students. ICC provided a further expansion of pathways and programs through Workforce and a continued emphasis on recruiting, entrepreneurial initiatives, community outreach and fundraising. With the formalizing of a new strategic plan for 2023-2027 "A Path To Institutional Excellence," the College continues to focus on improvement and reach our potential while building on the foundation in which so many have invested at Itawamba Community College since its doors opened in 1948. The remainder of this report categorizes, by division, the planning efforts and employee results that demonstrate progress on the College's Strategic initiatives and Institutional Goals for FY 2022.

Accomplishment Highlights By Division

Alumni and Foundation/Advancement – Michael Upton, Director

Alumni

- Alumni Association has **789** members.
- Honored **Karen McFerrin** as 2021 Alumnus of the Year.
- Inducted **CeCe Cavanaugh** and **Jeff Tally** as 2021 members of the ICC Athletic Hall of Fame.
- Spoke to College groups about the Alumni and Foundation office.
- Represented the College at numerous on- and off-campus events.
- Supported Athletics and Sports Information with various activities including Mississippi Community College Sports Hall of Fame nominations and broadcasting of multiple ICC sports.
- Published *Connection*, the Alumni and Foundation magazine.

Foundation

- Total funds raised – **\$393,709** – **25%** increase.
- Endowment funds raised – **\$188,036** – **44%** increase.
- Total endowment value on 1/31/2022 - **\$11,449,765** – **13%** increase.
- **519** donors.
- New Endowments Established
 - **W.B. (Bruce) and Peggy Davis** Endowed Scholarship
 - **Gilmore Foundation Healthcare** Endowed Scholarship
 - **Guyton-Dzikielewski Education** Endowed Scholarship
 - **Emily Hall Memorial Nursing** Endowed Scholarship
 - **Susan E. Loden Memorial** Endowed Scholarship
 - **Kermit and Mary Anna McFerrin Memorial** Endowed Scholarship
 - **PryorMorrow** Endowed Scholarship
 - **Dr. C. K. “Dick” White and Elsie D. White Healthcare** Endowed Scholarship
 - **Jeanette Carr-Winkler Caring Award** Endowment
- Awarded **125** scholarships for Fall 2021 and Spring 2022 semesters – **70%** increase.
- **\$133,412** in scholarship support for students – **69%** increase.

- New annual scholarships awarded in Fall 2021/Spring 2022
 - **Thomas Griffith** Memorial Annual Scholarship
 - **Emily W. Horne** Annual Scholarship
 - **Emily Loden Jones** Annual Scholarship
 - **April Caldwell Martin** Nursing Annual Scholarship
 - **Christine McCoy** Surgical Technology Memorial Annual Scholarship
 - **Chris Ratliff** Memorial Annual Scholarship
 - **RESA Club** Annual Scholarship
 - **Meryl Tree** Memorial Annual Scholarship
- Provided additional support services for scholarship recipients.
- Media recognition of scholarships, donors and recipients.
- Secured **\$25,000** grant from E.R. Carpenter Foundation in support of all health science programs for the eighth year and honored their support with the dedication of the E. Rhodes and Leona B. Carpenter Foundation Simulation Laboratory in the Health Science Education Center on the Tupelo Campus.
- Continued marketing of the Walk of Memories with **13** new bricks sold and plans made for its future location for higher visibility on the Fulton Campus.
- Represented the College with sponsorships for events held by the Fellowship of Christian Athletes, Regional Rehabilitation Center, FIRST Foundation (Friends of Itawamba Responding to Secure Tomorrow), Pontotoc Rotary Club and Junior Auxiliary of Tupelo.
- Improved online Foundation scholarship application process for the 2021/2022 selection.
- Increased support for the Indian Club programs to benefit ICC athletics.
- Attended professional development groups and conferences to improve the Foundation processes and learn best practices for our operation.
- Continued increasing stewardship activities to express appreciation and retain existing donors.
- Worked alongside internal partners to help reestablish the College's food pantry.

Alumni Association Officers and Directors – 2021-22

President – Chuck Howell

President-elect – John Lee Lyles

Secretary/Treasurer – Donna Thomas

Immediate Past President – Karen McFerrin

Chickasaw County

Stacy Chapman
Bobby Mooneyham

Itawamba County

Joey Cox
Dan McCrimon

Lee County

Jamie Osbirn
Tammy Harrington

Monroe County

Bunky Goza
Melba Applewhite

Pontotoc County

Walter Chittom
Michelle Sutton

Out-of-District

Jeff Cagle
Bobby Griffin

Permanent Committee

Monica Aldridge
Melba Aron
Richard Davis
Robert Goza
Norma Kilgore
Noel McWhirter
Rep. Bill Miles
Dr. Amanda Summers
Gary Walker

ICC Foundation, Inc. Board of Directors – 2021-22

Chair – Jerry Robbins

Vice Chair – Buddy Montgomery

Secretary – Mark Burleson

Treasurer – Sandi South

Immediate Past Chair – Ernie Joyner

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Chuck Carson
Hassell Franklin
Rayburn Parks

Itawamba County

Dr. Jason Digby

Lee County

Buzzy Mize
Jim Mounce
Aubrey Patterson

Monroe County

Donald Baker
Ronnie Boozer
Julie Randle
Jerry Reese

Pontotoc County

Teresa Hooker
Chuck Howell

Ex-Officio

Dr. Jay Allen
Jim Ingram
Sandi South
Michael Upton

Executive Committee

Jerry Robbins
Buddy Montgomery
Mark Burleson
Buzzy Mize

Investment Committee

Jerry Robbins
Buddy Montgomery
Sandi South
Ernie Joyner
Hassell Franklin

Nominating Committee

Jerry Robbins
Ernie Joyner
Ronnie Boozer

Scholarship Committee

Michael Upton
Jim Ingram
Teresa Hooker
Jason Digby

COMMUNICATIONS, COMMUNITY RELATIONS AND SPORTS INFORMATION – Tyler Camp, Chief of Staff

Communications, Community Relations and Sports Information Achievements

College Public Relations Association of Mississippi Awards

- ICC won first place in **10** out of **32** categories, which was the most first place award finishes among all of the community colleges in the state by almost double. The department won **20** first through third place finishes overall and won the **GRAND AWARD** in Electronic Media, the most prestigious award in the competition. ICC also swept the sports photography category.

Grand award

- **C.J. Adams** for “ICC SkillUP Commercial”

First-place awards

- **Dr. Melissa Haab, Jordan Smith, Taylor Tutor, Donna Thomas** and **C.J. Adams** in viewbook for “2020 ICC Recruiting Look Book”
- **C.J. Adams, Dr. Melissa Haab, Jordan Smith, Taylor Tutor** and **Donna Thomas** in admission and recruitment piece for “ICC Recruiting Trifold”
- **Amy Brown, Donna Thomas, Dr. Bobby Solomon** and **Dr. Emily Tucker** in brochure for “MANUP Tri-fold Brochure”
- **Lee Adams** in single piece of artwork-sports for “2020 ICC Football Poster”
- ICC staff member, **Millie Mask**, in sports photograph for “Too Fast”
- **C.J. Adams** in television spots for “ICC SkillUP Commercial”
- **Nina Strother, C.J. Adams** and **Donna Thomas** in radio spot for “SkillUP Radio Commercial”
- **Adam Gore** and **Lee Adams** in Web page: sports only for “letsgoicc.com”
- **Maggie Caldwell, Tyler Camp, Nina Strother** and **Donna Thomas** in news media/social media for “Cameos for Graduates”
- **Nina Strother, C.J. Adams, Dr. Jay Allen, Tyler Camp, Donna Thomas, Maggie Caldwell, Adam Gore, Amy Brown, Raphael Henry** and **Lee Adams** in Public Relations campaign for “A New Look for a New Decade: A New Identity for ICC”

Second-place awards include

- **C.J. Adams, Nina Strother** and **Donna Thomas** in advertisements for “ICC Veterans Day Ad”
- **Lee Adams** in single piece of artwork-sports for “2020 ICC Softball Poster”
- **Lee Adams** in sports photography for “Leaping Interception”
- **Adam Gore** in radio programs for “The ICC Hour”
- **Lee Adams** in news media/social media for “Alumni Testimonials”

- **Tyler Camp, Dr. Jay Allen, Donna Thomas, Steven West, C.J. Adams, Adam Gore, Maggie Caldwell, Lee Adams, Nina Strother, Raphael Henry and Amy Brown** in Public Relations campaign for “Navigating the Pandemic: The First Six Months”
- **Maggie Caldwell, Raphael Henry and Donna Thomas** in Public Relations innovation for “Cooking with the Tribe”

Third-place awards include

- **Lee Adams** in sports photograph for “Comeback Catch”
- **C.J. Adams** in television spots for “ICC Tomorrow Commercial”
- **Adam Gore, C.J. Adams and Nina Strother** in radio spot for “Start on Time, Finish Early”

Mississippi Press Association awards – *Chieftain*

- ICC’s *Chieftain* staff received **11** awards, including
- Best General News Story, first, **Donna Thomas** and staff for “Surgical Tech;”
- Best Sports Column, second, **Madison Haley;**
- Best General Interest Column, first, **Samantha McNamara;**
- Best Feature Story, second, **Donna Thomas** and staff for “Juanita Floyd;”
- Best Feature Story, first, **Donna Thomas** for “Kayla Black;”
- Best General News Photo, first, **C.J. Adams** for “Surgical Tech;”
- Best Sports Photo, third, **Lee Adams** and staff for “Daveon Sistrunk;”
- Best Sports Photo, **Lee Adams** and staff for “Octavious Williams;”
- Best Editorials, second, **Katherine Morgan and Cora Yielding;**
- Best Layout and Design, first, **Donna Thomas;**
- Best Front Page, third; and General Excellence, first.

2021 Mississippi Community College Press Association Yearbook Competition

- The ***Mirror*** won third place overall among all Mississippi community colleges.
- The yearbooks were judged on six categories including cover, theme/concept, design, copy and photography. The theme won second place; the coverage, third place; design, third place; copy, second place and photography, second place.

Communications – Donna Thomas, Director

Press Releases and Proofing

- Sent approximately **450** news releases to all area media as well as student honors to news outlets outside of the service area where applicable in addition to proofreading all documents produced as well as drafts of emails and website copy.

- Wrote or proofed **450+** press releases for the College and **150+** for athletics, **3,500+** graphics, **100+** marketing campaigns, **three** mass-distributed multi-page publications, **100+** videos, **100+** radio commercials and broadcasts, **30+** event/game scripts and **10+** community and College events.
- Sent condolence as well as informational emails to all employees and students.
- Assisted **Bradley Howard, Dr. Jada Mills** and **Heather McCormick** with the STEM grant information
- Instrumental in writing the College's Marketing and Communication Plan.
- Serves as secretary of the ICC Alumni Association
- Serves as treasurer of the College Public Relations Association of Mississippi
- Member of the College Council
- Serves as the faculty sponsor for the *Chieftain*, which produces six online issues per year and one summer issue.
- Member of the Public Relations Association of Mississippi – Northeast Mississippi Chapter.

Marketing and Community Engagement – Nina Strother, Director

Clubs and Organizations

- **ICC Boys** – Sponsors Maggie Caldwell (Social Media Specialist/Graphic Artist) and **Taylor Tutor** (Student Activities Coordinator). The group serves the College as an all-male hype squad who leads the student section at various athletic events.
- **Fashion Tribe** – Sponsors **C.J. Adams** (Marketing Specialist) and **Taylor Tutor** (Student Activities Coordinator). The group provides opportunities for ICC's students to pursue fashion on multiple levels, including but not limited to, modeling, production, design, lighting, backstage management, photography, music, hair styling and makeup artistry. The Fashion Tribe also partners with College and community entities to provide fashion-based activities and services.

Marketing

- New *Inside ICC* and *Student Notes* format released
- **Nina Strother** implemented a new HTML email marketing initiative to update the format of *Inside ICC* and *Student Notes*. In the past, a .pdf was designed and attached to an email that was distributed to all students and employees. The process worked well but wasn't mobile-friendly. BeeFree.io was implemented for the creation of an HTML that could be integrated into an email marketing platform built by TIS Developer/Analyst **Steven West**. Graphic Design Specialist **Morgan Henry** designed the layout that is used in the weekly template.

Television and Radio Commercials at all-time high

- Community Relations created and aired three television commercials this year, all produced all in-house. They were aired as sponsored posts on Facebook, Instagram and YouTube as well as on local TV outlets, including WTVB and WCBI.

- Audio from the commercials was aired on local radio stations (Mississippi Radio Group, iHeart, SuperTalk and Cumulus and Spotify) as well as six radio commercials produced in-house.

Career Education Program Videos

- Raphael Henry completed video interviews highlighting each of ICC's 18 Career Pathways.
- Focused Adult Education marketing efforts introduced.
- Increased Career Pathways marketing
 - eLearning regional marketing efforts continued
 - I See A Leader Partnership with WTVB

Social Media Efforts Expanded

- **55** sponsored Facebook and Instagram ads were aired, reaching **671,077** and yielding **2,396,716** impressions.
- ItawambaCC social media following and engagement increases (All analytics are measured from March 1, 2021-February 22, 2022 unless otherwise noted.)
 - Twitter followers have increased from **6,804** to **7,135**.
 - Facebook followers increased from **14,033** to **15,000**.
 - Instagram followers increased from **8,362** to **9,000**.
 - The LinkedIn page followers increased from **6,804** to **7,418**.
 - The ItawambaCC YouTube page subscribers increased from to **431**.
 - TikTok, which was launched by the department last year, had **1,021** followers in February 2022. The last month before this report was completed, there were **3,534** views of videos.

Web Updates

- Community Relations partners with Telecommunications and Information Services to assist with user experience, content creation and design of www.iccms.edu.
- In partnership with TIS, Community Relations continues to assist with content creation and design and is actively proofreading all content and making changes as needed in real time.
- User experience, content creation and all design aspects of the site were moved to the Community Relations Department during the summer of 2021.
- The Web presence of Health Science, Adult Education, Advising, Graduation Information, Performance Groups, Alumni and Foundation, Instructional Support, Childcare Center and Campus Maps was overhauled.
- In partnership with TIS and multiple departments college-wide, portions of the website were completely revamped to create a more navigable experience for prospective students, which includes a custom form to find out more information about each program and connect with program directors. The new pages use more imagery and were created to be mobile-friendly.

Career Services Microsite created

- In partnership with TIS and Career Services, a microsite was created with several new capabilities, which include the ability to create job postings and filter news and events to be area-specific and highlighted on the page.

Sports Information and Media Relations – Adam Gore, Director

LetsGoICC.com

- LetsGoICC.com drew an estimated **3.9** million analytics for Presto, which had issues in the earlier part of the year. Switched to Google analytics to have a better idea of traffic due to inconsistencies with Presto's analytics.

Livestream

- LetsGoICCTV.com drew **181,913** views.
- Continuing to develop a standalone 24-7 channel that would highlight athletics and institutional events and programs. Recent changes to Facebook streaming platform, have eliminated the option for continuous streaming and limit it to eight hours at a time.

Social Media

- The LetsGoICC Twitter account increased by more than **1,500** new followers, from **13,100** to **14,600** and drew more than **6.91** million impressions.
- The LetsGoICC main athletic Facebook account increased from **4,852** to **4,994** total followers.
- The LetsGoICC Instagram account increased from **5,812** to **6,512** total followers.
- The LetsGoICC YouTube account added **168** new subscribers (**1,412** total).

Radio/Television/Newspaper Coverage

- Continued partnership with Tupelo's SuperTalk radio station with sports broadcasts and the ICC Hour. Increased brand recognition by an extensive effort for **Dr. Jay Allen** to be included on SuperTalk's statewide programming.
- The ICC Hour continues to run during the 1 p.m. time slot and is shared on the overall College's YouTube page.
- Worked closely with **Donna Thomas** to help increase awareness through newspapers and radio and television stations in ICC's five-county district by staying in constant contact and providing them with video and soundbites along with requested, specialized and original content before and during the pandemic.

Other Accomplishments and Awards

- **Lee Adams, Raphael Henry and Adam Gore** combined to win **nine** CPRAM awards in sports information and media relations categories, including **six** first-place awards.
- **Lee Adams** was the recipient of a Meritorious award, the College's highest honor.
- **Lee Adams** also won **two** Mississippi Press Association awards.

BUSINESS SERVICES – Sandi South, Vice President

- Refunded **5,990** students HEERF II and III funds totaling **\$5,619,917**.
- Completed Quarterly reports for HEERF Institutional funds totaling **\$2,092,393**.
- Travel Reimbursement form was updated and is accessible online to employees as an Excel file.
- After research and testing in Banner, it was determined that the bank reconciliation process in Banner is not efficient; therefore, Telecommunications and Information Services created an Argos report that allows the accounting staff to mark checks as cleared and generate an outstanding check list.
- Hired a new Business Manager, **Cindy Bass**.
- When the bookkeeper position became vacant, it was upgraded to a Staff Accountant position which requires a bachelor's degree instead of associate degree. The job would also require more detailed accounting functions.
- The Fulton Business office was remodeled during Spring Break 2022 by removing two cinder block closets to make room for the addition of two offices for accountants. The floor was also carpeted.

Grant Awards

- U.S. Department of Education; Cares Act (Coronavirus Aid, Relief and Economic Security Act) Institutional Funds Awarded: HEERF II **\$5,906,363**; HEERF III **\$6,193,984**.
 - Emergency assistance to ICC to be used to cover expenses related to the disruption of College operations due to Coronavirus. In addition to PPE, most funds have been spent in Instruction.
- U.S. Department of Education; CARES Act (Coronavirus Aid, Relief and Economic Security Act) Student Emergency Grant Funds Awarded: HEERF II **\$2,209,622**; HEERF III **\$6,871,593**.
 - Emergency assistance to eligible students with expenses such as food, housing, course materials, technology, healthcare and childcare.

Telecommunications and Information Services – Allen Coleman, Director

- Completed outdoor Wi-Fi system that was started in the previous year and began an upgrade of indoor Wi-Fi.
- Designed a Microsoft Surface platform to allow instructors and some staff to have a mobile device that is configured with enhanced security and connectivity needed to utilize college resources both on- and off-college locations. Distribution of Surfaces began in Spring 2022 and will continue as training can be scheduled and peripheral devices can be upgraded.

- Designed and implemented a new room scheduling system to replace an outdated and expensive third-party product that no longer met the needs of the College.
- Implemented an automated system to purge inactive employee accounts. This allows the College to stay in compliance with licensing requirements and does not require manual intervention for account removals.
- Enforced multi-factor authentication for all employees using the Microsoft Authenticator mobile app, which allows the College to meet requirements to continue to carry cyber insurance. This also included creating a new system to allow elevated accounts to be used by TIS employees, removing the need for standard user accounts to have administrative right to any college assets.

CAREER AND WORKFORCE EDUCATION – Barry Emison, Vice President

- The Career and Workforce Education division provided direct credit and noncredit instruction to **5,313** individuals and supported an additional **12,646** industry trainees. **89** companies and **119** childcare centers were served. The division received **\$4,979,500** recurring and new grant money during 2021-2022. Over **4,000** individuals attended **161** events through the Belden Conference Center with **\$43,711** in rental fees. An additional **\$551,232** revenue was generated through WIN Center rental fees, Pathway tuition and Workforce training.

GRANTS RECEIVED

Adult Education Grant

Funded by Second Chance Foundation, **\$12,500**

Adult Education/Continuing Education

Provides funding for demonstrated needy students in AE and Career Readiness Certificate (WorkKeys®) testing

Adult Education, EL Civics, Basic Skills, Dropout Recovery and MI-BEST grants:

Federally funded, flows through Mississippi Community College Board, **\$840, 512**

Adult Education Department

Funds all salaries and activities in AE to include tuition, books, supplies, testing fees, transportation and food assistance, recruiting and marketing

BancorpSouth Scholarship

Funded by BancorpSouth, **\$5,000**; used in Pathways for student assistance.

Belden Center/Career Education/Workforce

Funds one partial salary, building and equipment enhancements for manufacturing training/operation of Mississippi Extension Partnership Center.

Belden Center/Workforce

Funding toward a **\$634,000** infill project at the Belden Center to build Workforce labs

Careers in Manufacturing and Technology (CAMT) Grant

Funded through the Mississippi Apprenticeship Program, WIOA and Mississippi Works, administered through Three Rivers Planning and Development District (TRPDD), **\$300,000**; used in WIOA Career Services to fund **50** CAMT apprenticeships.

Carl D. Perkins Grant

Funded by the Carl D. Perkins Act, administered through Mississippi Department of Education, **\$239,649**; used in Career Education and Health Science Instruction to fund one salary; equipment and instructional aids for CTE/HS

Childcare Strong Grant

Funded by the American Rescue Act, administered through Mississippi Department of Human Services, **\$519,683.58**.

Early Childhood Academy Grant

Funded through Mississippi Department of Human Services, **\$385,322**.

Early Childhood Academy/Resource and Referral Center

Funds all salaries, activities, supplies and travel for ECA/RRC.

Early Learning Centers (both sites)

Used for center enhancements including facilities, supplies, toys, etc.

Governor Bryant Co-Chair Grant

Funded by Appalachian Regional Commission, **\$200,000**.

Haas Grant

Funded by the Gene Haas Foundation, **\$14,000**.

NIST – MEP Grant

Funded by National Institute of Standards and Technology, flows through Mississippi Manufacturing Association, **\$100,000**.

Precision Manufacturing and Machining

Used for student assistance in PMMT program.

Toyota Mobility Grant

Funded by Toyota, **\$180,000**, distributed through Pathways and used for credit and noncredit student assistance.

Waste Management/General Atomics Grant

Funded by Mississippi Development Authority (Mississippi Works), administered through TRPDD, **\$458,217**.

WIOA Adult/Dislocated Worker Grant

Federally funded through the Workforce Innovation and Opportunity Act, administered through TRPDD, **\$1,204,000**.

WIOA Career Services

Funds salaries and activities in Career Services; OJT, ITAs, Adult Education students, CRC testing.

WIOA Youth Grant

Federally funded through the Workforce Innovation and Opportunity Act, administered through TRPDD, **\$437,478**.

WIOA Career Services

Mississippi Apprenticeship Program Supplement, **\$300,000**; Funds salaries, workplace skill training and OJT for 16-24 aged youth.

WIOA Career Services

Funds On-the-Job Training for Waste Management and General Atomics.

Workforce Enhancement Training Grants

Funded through WET funds, approved by Mississippi Community College Board, **\$83,137**; used in Workforce to fund trainer salaries.

Adult Education – Linzy Patterson, Director

- Total Number of Students Served: **448**
- Measurable Skill Gains (MSGs): **127**
- High School Equivalency (HSE) Completions: **129**
- GED - **81**
- HiSET - **48**
- Total Number of Smart Start Credentials/Certificates: **40** Credentials/**46** Certificates
- **Eleven** MiBEST programs/pathways were added in January 2022. Itawamba Community College Adult Education now offers 14 pathways/programs for students. These options include Automotive Technology, Business Office Specialist, Certified Nursing Assistant, Commercial Truck Driving, Diesel Equipment Technology, Electrician Assistant, Food Service Pathway, Heating and Air Conditioning Technology, Hospitality Management Technology, Introduction to Welding and Cutting, Manufacturing Basic Skills, Pharmacy Technology, Phlebotomy and Welding and Cutting Technology.
- High School Equivalency Students Enrolled in ICC Programs/Pathways: **51**
- Increased social media presence and marketing methods to promote programs and services available within ICC's five-county district.
- Opened a new class site with a community partner. Adult education classes are now offered at the Regional Rehabilitation Center twice a week.

Career Education – Dylan Baldwin, Director

- Mississippi Highway Patrol Preferred Candidate program (C.O.R.E.) launched fall 2021 with first class of **10** students enrolled in Criminal Justice Technology.
- The Forestry Technology program became the largest in the state with **28** majors.
- The Construction Management Technology program successfully launched fall 2021 with **22** students. Graduates of this program will enter the workforce as mid-level managers in the construction industry.

- The Early Learning Centers received two Childcare Strong grants totaling **\$519,683** from the Mississippi Department of Human Services, Early Childhood Development department. The funds will be used to enhance the centers on both the Tupelo and Fulton campuses.
- The Precision Manufacturing and Machining Technology program received a **\$14,000** grant from the Gene Haas Foundation for student assistance.
- The Automotive Technology program received a donation of four Corollas from Toyota Motor Manufacturing Mississippi.

Continuing Education and Community Services/Conference Center – Debi Martin, Director

- Served **1,482** persons.
- **359** in training classes.
- **1,123** with CEUs.
- Generated **\$32,487** in revenue.
- **683** WorkKeys® (CRC) Assessments.

Belden Center

- **161** meetings, classes, conferences and other community events.
- **4,023** attendees.
- Generated **\$66,579** in revenue
 - **\$43,711** for room rental fees
 - **\$22,868** from the cost/sharing quarterly billing with our WIN Center partners (Mississippi Department of Human Services, Mississippi Rehabilitation Health Services, Three Rivers Planning and Development District and National Caucus and Center on Black Aging, Inc.).
- Continue assisting various local and state agencies and organizations, such as RESA, Pontotoc School District and Federal Programs Committee, CREATE, Community Relations Association, North Mississippi Educational Consortium, North Mississippi Health Services and Community Development Foundation, by providing them with space to conduct meetings, events and training at the ICC Belden Center to satisfy seating restrictions due to COVID-19.
- Continuing Education has generated **\$25,922** and served **961** individuals by providing training classes to **83** people and processing **878** CEUs for **\$17,472**.

Early Childhood Academy Resource and Referral Network – Heather Linville, Director

The Early Childhood Resource and Referral Network served 119 childcare centers in the five-county area from April 2021 to May 2022. Technical Assistance Coordinators obtained certifications in the following professional development areas: Mind in the Making, CLASS Certification for Infant and Toddlers and Preschool and Mississippi Department of Health Childcare Regulations and Safety. All staff participated in ongoing work-based trainings and webinars.

The ICC/ECA Resource and Referral Center served **1,697 visitors**, an increase from the prior year:

- Offered **92** professional development sessions.
- Trained **923** early childcare professionals, a **376%** increase from the previous reporting period.
- Partnered with other community agencies to improve the quality of childcare: Mississippi Early Childhood Inclusion Center, Lee County Schools Early Childhood, Mississippi Department of Health, Mississippi Department of Education Literacy Coaches, University of Mississippi Graduate School of Early Learning, Lee County Early Childhood Coalition, DDS Dentistry and Lee County Library.
- Provided **880** hours of technical assistance for directors and classroom teachers.
- Assisted childcare providers with paperwork and organization for **two** major grants: CARES Booster Shot Funds and Child Care Strong Stabilization Grant.
- Hosted **20** family engagement and childcare provider events.
- Reached **404** individuals through engagement events for families and childcare providers.
- Referred families and childcare providers to various community agencies.
- Offered a lending library (books, manipulatives and instructional materials) through which **629** items were checked out.

Mississippi Manufacturers Association-Manufacturing Extension Partnership Center

- 2020 Fourth Quarter through 2021 Third Quarter.
- A partner of MMA-MEP, ICC received the National Institute of Standards and Technology (NIST) grant money, \$100,000 annually for the operation of the MMA-MEP Center. Based on the last four MMA-MEP Mississippi quarterly survey reports, **16** manufacturing companies had workforce training projects reported through the ICC MMA-MEP Center. The positive impact on business and industry is **\$104 million+** in cost savings, investment and sales.

WIOA/WIN Job Centers– Brad Gates, Director

ICC's Workforce Innovation and Opportunity Act Team works in partnership with Three Rivers Planning and Development District and provides services in the counties of Chickasaw, Itawamba, Lee, Monroe and Pontotoc by extension into the communities through local WIN Job Centers. The services provided include Individual Training Accounts, On-The-Job Training, adult internships, youth programs, Workkeys® testing and Adult Education classes.

April 1, 2021-March 1, 2022 the WIN Job Centers served the public as follows:

- On-The-Job Training (OJT) served approximately **373** individuals and **18** companies with approximately **\$513,340** obligated or paid with WIOA funds. Additionally, **267** enrollments in state-funded On-The-Job Training projects resulted in **\$458,217** being reimbursed or obligated.
- Individual Training Accounts served **62** participants, with **\$108,430** obligated through March 1, 2022.

- The Gateway Youth Program is active in all counties in the district. Gateway serves youths aged 16-24 by assisting with the acquisition of necessary work skills to increase employability followed by paid work experience. The youth program served approximately **74** participants with **20** companies as worksites.
- Careers in Advanced Manufacturing (CAMT) carried over **11** existing students from 2021 with **35** new students joining the program through March 1, 2022. ICC WIOA and the Mississippi Apprenticeship Program (MAP) reimburses up to **\$6,000** per student per year to assist worksites in defraying costs. **Nineteen** companies currently serve as worksites.

Workforce Training – Tzer Nan Waters, Director

- Developed a new Career Pathway program, Distribution Associate, which is designed to prepare individuals for jobs in logistics and distribution.
- Career Pathways was awarded a new grant from Toyota in the amount of **\$180,000**. The Toyota Mobility Grant is used to eliminate transportation barriers and provide students with tuition assistance to complete a Career Pathway program at ICC.
- Workforce Development and Training collaborated with Toyota to create the Create Your Future Internship program by providing the Manufacturing Skills Basic Certificate (MSBC) program to area high school seniors introducing a younger generation to careers in advanced manufacturing. Upon completion of the ICC MSBC program, these students start job rotations at the Toyota Manufacturing Mississippi plant. Since its inception, a total of **46** students from **six** schools completed the internship compared to **39** prior.
- **\$1 million** Workforce Enhancement Training Funds
 - Total Workforce Class Hours **63,733**.
 - College-Supported Class Hours **55,599**.
 - College-Delivered Class Hours **8,134**.
- **1,367** FY21 Workforce classes
 - **232** college-delivered.
 - **1,135** college-supported.
- **64** individual projects written.
- **13,599** FY21 trainees in classes (duplicated head count)
 - College-Delivered Classes – **1,911** people trained.
 - College-Supported Classes – **11,688** people trained.
- **6,637** FY21 Workforce trainees (unduplicated head count).
- **42** companies served through all projects.
- **\$165,474** gross revenue from Workforce training and services.

Career Pathways

- **\$330,402** Tuition and fees from Pathways and Public Workforce classes.
- **\$11,562** Grant funding for Pathway programs
 - Number of Pathway students: **538**.
 - Number of students enrolled in Public Workforce training classes: **674**.

Pathways

- Business Office Specialist (BOS): **14** enrolled, **9** completers (**64%** retention). Tuition and Fees (T/F): **\$5,748**.
- Certified Nursing Assistant (CNA): **166** enrolled, **146** completers/enrolled (**88%** retention). T/F: **\$70,550**.
- Commercial Truck Driving: **23** enrolled, **17** completers/enrolled (**74%** retention). T/F: **\$62,850**.
- Electrician Assistant: **4** enrolled, **4** completers (**100%** retention). T/F: **\$3,960**.
- Emergency Medical Technician Basic: **51** enrolled, **25** completers/enrolled (**49%** retention). T/F: **\$35,139**.
- Food Service Pathway: **37** enrolled, **27** completers/currently enrolled (**73%** retention). Net Revenue generated: **\$11,358**.
- Human Resources (HR) Assistant: **18** enrolled, **14** completers (**78%** retention). T/F: **\$8,000**.
- Manufacturing Skills Basic Certification (MSBC) – Toyota: Create Your Future Internship: **11** enrolled, **11** completers (**100%** retention). Tuition and fees collected: **\$8,800**.
- Medical Administrative Assistant: **22** enrolled, **12** completers/enrolled (**55%** retention). T/F: **\$12,650**.
- Pharmacy Technician: **59** enrolled, **45** completers/enrolled (**76%** retention). T/F: **\$16,744**.
- Phlebotomy Technician: **79** enrolled, **74** completers (**94%** retention). T/F: **\$38,631**.
- Small Engine Repair Technician: **19** enrolled, **17** completers (**89%** retention). T/F: **\$7,011**.
- Introduction to Welding and Cutting: **35** enrolled, **31** completers (**89%** retention). T/F: **\$12,546**.

Public Workforce Classes

- EMR Refresher: **306** enrolled, **306** completers (**100%** retention). T/F: **\$12,600**.
- Forklift Operator Training: **2** enrolled, **2** completers (**100%** retention). T/F: **\$90**.
- Forklift Train-the-Trainer: **2** enrolled, **2** completers (**100%** retention). T/F: **\$130**.
- Enhanced Forklift Operator Training: **17** enrolled, **17** completers (**100%** retention). T/F: **\$1,365**.
- ServSafe® Certification Prep and Exam: **63** enrolled, **63** completers (**100%** retention). T/F: **\$9,450**.
- Healthcare Provider BLS: **284** enrolled, **284** completers (**100%** retention). T/F: **\$12,780**.

Programs Funded by Grants

- Second Chance Foundation (**\$6,562**), **15** students served
 - **11** Certified Nursing Assistant.
 - **3** Business Office Specialist.
 - **1** Medical Administrative Assistant.

- BancorpSouth Grant (**\$5,000**), **9** students served
 - **2** Medical Administrative Assistant.
 - **3** EMT Basic.
 - **3** Introduction to Welding and Cutting.
 - **1** Certified Nursing Assistant.

HUMAN RESOURCES AND ADMINISTRATION – Tim Senter, Vice President

- Coordinated the advertisement of **55** job vacancy notices, hiring **47** new full-time employees, including conducting new employee orientations with each; hired **46** part-time employees and conducted **46** exit interviews with individuals resigning or retiring from ICC.
- Continued to create, recommend, advise and implement guidelines for COVID-19 testing, tracking and tracing, including serving as the primary office for all employees to report COVID-19-related matters.
- Created a procedures manual for employees and college administrators detailing how College personnel follow and administer Board Policy.
- Oversaw College personnel budgets as a whole, experiencing a **6.5%** savings in budget versus actual expenses.
- Managed Unexpended Plant funds, producing a positive fund balance at year's end to be applied toward future projects.
- Led multiple professional development sessions to include, but not limited to, PERS, COVID guidelines and supervisor training.
- Issued a Request for Qualifications (RFQ) for a Comprehensive Performance-Based Energy Conservation Program to provide energy savings for the College.
- Issued a Request for Proposals (RFP) for a Fleet Management Program to supplement the Transportation Department in services offered to employees.

Physical Plant – John Wayne Harris, Director

- **Three** reroofing projects included Indoor Sports Facility, Football Fieldhouse and Football Concession Stand
- Renovated multiple buildings and spaces: Fulton Campus Business office for new office space, Crubaugh Technical Education Building classroom for a STEM program, E. Rhodes and Leona B. Carpenter Simulation Lab in the Health Science Education Center for student instruction, Fitness Center lobby for guest interaction, multiple faculty houses, softball drainage/dugouts and lighting in some student residential parking lots.
- Implemented a college-wide work order and preventative maintenance system.
- Implemented a new inspection schedule for equipment to ensure its safety and functionality.
- Purchased and renovated a new faculty house.
- Physical plant staff completed **2,313** work orders.
- Managed construction on the following projects:
 - W.O Benjamin Fine Arts Center Auditorium, Renovation Construction Cost - **\$1,855,000.**
 - Multi-Purpose Building Exterior, Renovation Construction Cost - **\$1,866,620.**

- Magnolia Hall Construction, Construction Cost - **\$17,332,210.**
- Managed interior design work on the following projects:
 - W.O Benjamin Fine Arts Center, Auditorium Renovation Furniture Cost - **\$234,946.**
 - Magnolia Hall, Construction Furniture Cost - **\$520,801.**

Print Shop – John Bowen, Manager

- Printed over **1.1 million** copies, including exams for instructors, office forms, flyers, posters, rack cards, brochures, etc.
- Printed **9,400** garments for college clubs, athletic teams, special events and bookstore.
- Replaced the color copier with a new digital press, which has allowed the print shop to produce more printed materials in-house, providing a much higher print quality.

Transportation – Kevin Turner, Director

- Maintained over **80** vehicles to provide safe traveling conditions. An estimated **141,000** miles were driven in the general fleet.
- Purchased **three** vehicles for the general fleet.
- Fiscal Year 2021, the Transportation Department conserved approximately **24 percent** of its non-personnel budget.
- Provided drivers for **92** athletic trips, **13** student activities trips and **5** community-related trips.

INSTRUCTIONAL SERVICES – Dr. Michelle Sumerel, Vice President

Enrollment Management

- Collaborated with Advising to develop Schools of Academics and ACCESS Program.
- Hired new Business Administration instructor based on growth of division.
- Hired full-time Mathematics tutor.
- Received STEM grant; held STEM week; filled STEM internship; etc.
- Awarded **five \$500** NASA scholarships.
- Student team placed in top 10 in AACC's Innovation challenge.
- Mathematics Division working with IE on IDEA grant initiative.
- Online video engagement initiative.
- Zoom proctoring offered through testing centers.
- Developed new Diagnostic Medical Sonography program and hired director/instructor.
- SIM lab expanded.

Grants

- **\$3,000** SACSCOC Insight Data Equity Academy (IDEA).
- **\$25,000** Carpenter Grant for Health Science.
- **\$40,000** NEW Beginnings Grant for Health Science.
- **\$500,000** in Child Care Stabilization grants for childcare centers.

Campus Safety

- Continued to use masks, contact tracing via seating charts, Canvas course, etc. to enhance student safety during the COVID-19 pandemic.

Technology

- In the process of ordering and distributing Microsoft Surface devices to all instructors and equipping classrooms and offices for their use.
- Renovated computer labs in the Crubaugh Technical Education Center on the Fulton Campus.

Academic Division, Business Administration – Dr. Edana Nail, Chair

- The Business Administration Division hired a new full-time instructor starting in the fall of 2021
- 2022 due to increases in student majors and class demand.
- The Business Administration Division continues to utilize and promote the School of
- Business during orientations, providing a connection of like students to engage within their group with each other, their instructors and their courses.

Academic Division, Communications – Anna Britt-Begnaud, Chair

- **Melanie Francis, Nathan Ward and Anna Britt-Begnaud** created ENG English Composition I to improve student success and persistence in English; Nathan Ward and Anna Britt-Begnaud piloted ENG 1114 English Composition I online for Career Education students.
- **Anna Britt-Begnaud**, Sigma Kappa Delta adviser, mentored former ICC student **Skylar Reed** through her internship program with the ICC English Department.
- **Jenny Bowers** – William Winter Faculty Scholar, Phi Theta Kappa Horizon Award (Regional), Nominated for Outstanding Adviser (International), Tupelo Campus PTK Contact Adviser
- **Keith Morris** – MCCCWA poetry judge for ICC, released ‘Things That Are Not Here,’ a collection of 11 original songs, published in The Louisville Review, The View from Woodall, Tenth Street Miscellany and Hare’s Paw Literary Journal; second place for poetry, Tishomingo Arts Council; wrote and recorded soundtrack to North Mississippi Legal Services documentary trailer; Film Club adviser; Sigma Kappa Delta adviser, SKD poetry judge; Calliope poetry editor; member of Mississippi Poetry Society
- **Robin Lowe** – Faculty Scholar, International Honors Institute; Faculty Scholar, MS/LA Regional Honors Institute; Horizon Award, MS/LA Advisers, Phi Theta Kappa, MS/LA Region (2021, 2022), Adviser Board of Directors nomination, PTK; Distinguished Chapter Award for chapter, PTK, Regional Award; Honors in Action Award, first place, Theme 1 for Chapter, PTK, Regional Award; PTK contact adviser, Upsilon Sigma Chapter, Itawamba Community College; Faculty Scholar, Regional and International levels, PTK; Five Star Adviser, PTK; MS/LA Advisory Board member, PTK; Transfer Partners Liaison, MS/LA Region of PTK; Certified Facilitator, Leadership Development Studies, PTK; ICC Sponsor, Mississippi Community College Creative Writing Association
- **Jon Armstrong** – Completing final semester of Ph.D. in Community College Leadership
- **Morgan Cutturini** – Produced the feature-length documentary entitled ‘The Quest for Justice: NMRLS Oral History Project. The film, which provides a summary of the history of North Mississippi Rural Legal Services from its inception in 1966 to today, was selected to screen at the Oxford Film Festival in March. ICC’s group received a **\$5,000** grant in 2021 from the Mississippi Hills Heritage Area Alliance to complete the film, the second grant from that organization. The project’s purpose was to expand the short documentary that ICC Films produced for the organization in 2019 into a feature-length documentary. ICC Films purchased a MacBook editing laptop, a Sennheiser microphone and film lights with the grant money.

- Produced the feature-length film entitled ‘Flights of the Mississippi June Bugs: A Greater Truth in Money.’ Federal Judge and Itawamba County native Michael P. Mills requested ICC Films to record his literary group’s conference and interviews in Money, Mississippi in 2021. The conference members studied the intersection of three cultural icons in the small community of Money – Bobbie Gentry, whose song ‘Ode to Billy Joe’ references the Tallahatchie Bridge near Money; Emmett Till, who supposedly whistled at Carolyn Bryant at the store in Money; and Robert Johnson, who is buried at the Little Zion Baptist Church in Money.
- Coproduced the feature-length film, ‘Mysterious Circumstance: The Death of Meriwether Lewis’ in 2021
- Coproducing the feature-length film, ‘Mississippi Scholar,’ in May 2022.

Academic Division, Computer Science – Bradley Howard, Chair

- **Bradley Howard, Dr. Jada Mills** and **Heather McCormick** wrote a \$20,000 MentorLinks grant, under the leadership of **Dr. Michelle Sumerel** and **Barry Emison**. It was awarded through the American Association of Community Colleges for three STEM initiatives, including STEM Week, Introduction to STEM Professions course and a STEM seminar.
- **Bradley Howard** is serving on the Computer Science Strategic Planning committee for the State of Mississippi, which is creating a 10-year strategic plan for Computer Science to be integrated into K-12 in Mississippi.
- The Computer Club has actively pursued ICC students to become more engaged in the Computer Science Department and ICC. Representatives from the University of Mississippi, University of Mississippi Medical Center and University of North Alabama have met with ICC’s club either in person or via Zoom to discuss their departments. The ICC Computer Club donated **\$75** worth of food and items to ICC’s new food pantry in December 2021. **Bradley Howard** hosted a Zoom Q&A conference with the Computer Club in August 2021 discussing careers in Computer Science, Computer Engineering and Computer Information Systems. **Bradley Howard** served on a committee to revive the Career Center at ICC in late spring 2021.
- The Computer Science Department participated in a Curriculum Alignment meeting with state community colleges and universities – fall 2021.
- **Doris McCreary** attended a USM Cybersecurity at the University of Southern Mississippi, February 24-25, for emerging cybersecurity education in Mississippi.
- **Doris McCreary** participated in an online six-week Lighthouse course for diversity in Computer Science through the University of Virginia funded by the National Science Foundation. She also attended the iNavigate Common Virtual Conference in May 2021 and the Creating Futures through Technology Conference in Biloxi, March 2-4, 2022, to learn about emerging teaching and technology trends in education. The Computer Science Department is currently in the process of upgrading its labs. Crubaugh Technical Education Center 209 was upgraded December 2021-January 2022 with new desks and a new 4K projector.
- **MentorLinks STEM Grant**
 - In August 2021, ICC was awarded a **\$20,000** MentorLinks grant through the American Association of Community Colleges. It was written by **Bradley Howard, Dr. Jada Mills** (Natural Science division chair) and **Heather McCormick** (Mathematics division chair) under the leadership of **Dr. Michelle**

Sumerel and Barry Emison. The grant funds will be utilized for the following new STEM initiatives: STEM Week (first week in February each year), a new STEM Club for students and an Introduction to STEM Professions course. The first STEM Week was February 7-11, 2022 and included a STEM proclamation by **Dr. Jay Allen** (Monday), tables set up at both the Fulton and Tupelo dining halls to provide information on upcoming STEM initiatives (Tuesday and Wednesday) and a STEM seminar by former ICC instructor and current University of Tennessee instructor **Dr. Betsy Chesnutt** (Thursday). In March, there was a STEM Day at the Belden Center involving tours for STEM faculty and a short presentation by **Dylan Baldwin** on STEM programs at Belden. The Introduction to STEM Professions course is being developed in spring 2022 for launch in the fall 2022. It will introduce STEM career paths (academic and career education) to students to better help them in deciding a career. The STEM Club, which replaces the Computer Club and Science Club, is currently being organized and will begin in the fall 2022. The club will meet at the Fulton Campus, Tupelo Campus and the Belden Center to better serve all students interested in STEM at ICC. The club will be created to allow students to network with other students with an interest in STEM, for STEM speakers to visit ICC to speak to students and for students to meet with university representatives. The club will also introduce emerging technology to students. Under the grant, ICC has a mentor, **Louis McIntyre**, and an advising team to help implement the STEM initiatives. **Bradley Howard** and **Dr. Michelle Sumerel** are the lead project members for the grant.

- **STEM Research Internship**
 - Bradley Howard worked with **Dr. Jada Mills, Heather McCormick** and **Dr. Brandi McCraw** on a research opportunity with **Dr. Erica Walker** from Brown University. The research involves two ICC students who will be provided an opportunity to research air/water/noise pollution in our area in the summer of 2022 with another possible research opportunity in the fall of 2022. Students were selected in February 2022, and the two students will be paid to work with **Dr. Walker** and one ICC faculty member from May-August 2022 on the research project.

Academic Division, Fine Arts – Dr. Cass Patrick, Chair

- **Two** music faculty members began doctoral studies in the D.A. program at William Carey College – **Anna Sherrill** and **Kyle Davis**.
- **Dr. Cass Patrick** was commissioned to write **two** original works and audition material for the Inaugural Mississippi All-State Jazz Band.
- The Theatre program offered 'Charlotte's Web' under the direction of **Dr. Laurie McBride**.
- Travel Tribe (Directors **Jessi Stevenson, Dr. Edana Nail, Chris Stevenson**) took students to the mountains of West Virginia – May 2022.
- **Jill Coker** encouraged students in Interpersonal Communication and Introduction to Public Speaking to utilize Studio in Canvas to submit the required video assignments. Provided step-by-step instructions for using Studio to record video assignments.

- **Dr. Cass Patrick** required use of music software, Musition and Auralia, as part of Music Theory – required for all music majors. This software, which is embedded in Canvas, allows students to practice analytical and auditory music skills in an online setting that provides immediate feedback.

Academic Division, Health, Phys. Ed. and Rec. – Beth Nolan, Chair

- All HPR 2213 First Aid and CPR instructors completed updated training. BLS instructors for CPR had to switch from the American Heart Association to American Red Cross to maintain alignment with North Mississippi Health Services. This change in affiliation included several online courses, videos and texts.

Academic Division, Mathematics – Heather McCormick, Chair

- The Mathematics Division sends its MAT 1334 students to Supplemental Instruction to improve both retention and success.
- The Mathematics Division is working with Institutional Effectiveness on the IDEA grant initiative to examine and reduce equity gaps.
- The Mathematics Division established a study room for students enrolled in upper-level mathematics courses.
- The Mathematics Division, along with Instructional Support, hired a mathematics tutor to work with developmental mathematics students.
- **Heather McCormick** is recording a new video for online MAT 1723.
- **Bridgett Cash** improved retention in her traditional courses.
- Many instructors use the iPad on a regular basis to provide digital copies of notes for students.
- The Mathematics Division implemented a new eBook and resources for MAT 1313/1314.
- **Chris Cox** provides EDU 1613 students with opportunities to observe teachers in local schools as well as to teach in the class to gain real-life experiences.
- During the summer of 2021, **Rob Francis** made section-by-section directed notes for Calculus I so that students can focus more on lecture and problems, thus aiding the teaching and learning process.
- As part of the MentorLinks grant, the Mathematics Division, along with the Computer Science and Natural Science Divisions, hosted STEM Week, February 7-13. Throughout the week, the awareness of the STEM Club was raised as well as the Introduction to STEM Professions course, both of which will be offered beginning in the fall of 2022. In addition, they hosted **Dr. Betsy Chesnutt** in a seminar to introduce students to STEM professions.
- **Heather McCormick** serves as the Honors College Associate Director.
- **Chris Cox** sponsors the Educators Rising Club and serves on the Advisory Board for the University of Mississippi School of Education.
- **Rob Francis** uses the iPad to allow students to individually work problems without going to the board, which has made Beginning Algebra more interactive.
- **Bridgett Cash** improved her Student Success Rate.

- Because of COVID-19, the Mathematics Division uses Zoom in its classes to ensure social distancing within the classroom and to enable students who are quarantined to continue to attend class.
- Many instructors use the iPad on a regular basis to provide digital copies of notes for students.
- The Mathematics Division along with the Natural Science and Computer Science Divisions received the MentorLinks Grant from the American Association of Community Colleges for **\$20,000** to be used over the course of two years to improve student engagement and retention in the STEM fields. Through this grant, a STEM Club will be established beginning in the fall of 2022, offer an Introduction to STEM Professions class (beginning fall 2022) and host STEM Week (beginning spring 2022).

Academic Division, Natural Science – Dr. Jada Mills, Chair

- **Denise Rakestraw** taught a section of BIO 2924 Microbiology for first-year ADN students to accommodate day class schedule and clinicals.
- **Dr. Jada Mills, Heather McCormick** and **Bradley Howard** are building an online introduction to STEM Professions course – spring 2022
- **Beth Campbell** and **Dr. Jada Mills** revised and developed new traditional General Biology II labs and lab manual.
- **Dr. Chad Roberson** revised General Physics I, IA, II, IIA lab manuals.
- **Dr. Chad Roberson** and **Brady Garrett** updated Astronomy online course shell.
- **Richard Martin** rebuilt online course shells for Principles of Biology I and II to better align with traditional courses.
- **Dr. Tim Ross** reviewed General Chemistry test bank questions for online courses.
- **Denise Rakestraw** rebuilt online course shell for Microbiology to better align with traditional course.
- **Sherry Davis** attended Ignite Leadership Training – spring 2022.
- **Michelle Milner** enrolled in the STEPS (Science Teaching with Embedded Primary Sources) course at the University of Mississippi.
- **Five \$500** scholarships were awarded to STEM majors through NASA MSGCC funds.
- **Lindsey Patterson** and **Dr. Jada Mills** cosponsor the Science Club.
- **Lindsey Patterson, Denise Rakestraw** and **Dr. Jada Mills** traveled with the Science Club to the U.S. Space and Rocket Center in Huntsville, Alabama.
- **Dr. Jada Mills** serves as NASA Mississippi Space Grant Consortium campus coordinator.
- **Dr. Jada Mills** serves as the Barry Goldwater Scholarship Program campus representative.
- **Jason Campbell** serves as ICC BSU Area Committee member, treasurer and Mentor Group Leader.
- STEM Week was February 7-11 with activities on both the Fulton and Tupelo campuses, including a STEM forum.
- **Dr. Jada Mills, Heather McCormick, Bradley Howard** and **Dylan Baldwin** conducted professional development sessions for STEM advisers and counselors detailing career education programs.
- Natural Science faculty attended Curriculum Alignment meetings – fall 2021.

- **Denise Rakestraw** participated in the Itawamba Community College Associate Degree Nursing Advisory Council Meeting – December 2021.
- BIO 1813 has been added to course offerings.
- **Beth Campbell** created instructional Canvas Studio videos for quarantined students.
- Natural Science faculty created multiple engagement videos for online classes.
- Natural Science instructors use OWL technology to enhance instruction for students in hybrid classes or quarantined.
- Natural Science instructors use Zoom technology to enhance instruction for students in hybrid classes or quarantined.
- Anatomy and Physiology, General Biology, Chemistry and Physics courses utilize Mastering in Pearson. This technology allows students to supplement lecture by accessing multiple study areas and quizzes to learn materials.

Academic Division, Social Science – Chris Stevenson, Chair

- Establishment of the first Mississippi Highway Patrol CORE Program – ICC’s partnership with the MHP to pilot a program through the community college to fast-track cadets for the MHP Academy in Jackson.
- Restructured the Education Department into the School of Education that now falls under the Social Science Division.

eLearning Instruction – Denise Gillespie, Dean

- Ranked **No. 3** in Online Colleges in Mississippi by Onlinedegrees.com.
- **Dr. Laura Pannell** serves as the President of the Mississippi Gerontological Society and ongoing appointment to the Mississippi Alzheimer’s State Planning Council and as Vice President of Delta Kappa Gamma Society International Women Educators.
- **Dr. Laura Pannell** is a certified trainer, Mississippi Board of Law Enforcement Standards and Training; four-hour Elderly and Vulnerable Adult Law Enforcement Cadet Training, North Mississippi Law Enforcement Academy. Two trainings – August 2021, March 2022.
- An article about **Dr. Laura Pannell’s** work with training for law enforcement (“Who Cares about Old People? Mississippi Follows the Path of Enlightenment for First Responders”) was featured in the fall 2021 newsletter of the National Association for Professional Gerontologists.
- **Stacey Hughes** received the Master of Arts in Teaching degree in December 2021.

For all fully online classes									
	<u>Retention</u>	<u>Success (greater than C)</u>	<u>Student/Teacher Ratio</u>	<u>Course Sections</u>					
Spring 2021	87.06%	84.92%	18.8:1	435					
Summer 2021	86.33%	81.96%	16.3:1	77					
Fall 2021	83.10%	78.87%	20.33:1	369					
	<u>Total Online Enrollments - (ICC and MSVCC students in ICC Classes)</u>	<u>Online Enrollments - Dual Credit</u>	<u>ICC Students placed in other MSVCC Classes (not included in Total Online Enrollment)</u>	<u>Tupelo Testing Lab - ICC and MSVCC students</u>	<u>Fulton Testing Lab - ICC and MSVCC students</u>	<u>Tupelo Testing Lab - Accuplacers</u>	<u>Fulton Testing Lab - Accuplacers</u>	<u>HonorLock Remote Proctoring-Tests Given</u>	
Spring 2021	8192	629	162	2182	1190	46	44	13739	
Summer 2021	1257	0	89	1498	474	68	35	1205	
Fall 2021	7502	428	107	7027	3261	123	108	94 In-house Zoom Sessions	
Note: A major shift was seen in how proctored tests were delivered in 2020 due to having to operate with distancing capacity, but the labs were able to fully operate again starting Fall 2021. The shift back to in-person testing has increased exam integrity and is well received by faculty.									

- All BLS instructors for CPR were recertified from American Heart Association standards to American Red Cross standards to stay in alignment with the North Mississippi Health Services. New videos and tests were updated in online courses.
- Returned to in-person proctored exams for online courses, but also implemented Zoom proctoring for eLearning students who are unable to visit a testing center. Proctors were trained to schedule and deliver remote exams to assist qualifying students. Also, area high schools were trained and credentialed to deliver some proctored exams for dual credit students, which saved unnecessary travel for school districts and opened more testing slots for other ICC students.
- Implemented Video Initiative requiring all online instructors to post at least three self-recorded videos in each online course in the fall 2021 semester to increase instructor presence and student engagement in courses. Provided training for instructors on how to create engaging video content and integrate videos into online courses.
- Engaging Students through Announcements (spring 2022) – provide training for all online instructors on how to post meaningful as well as encouraging and motivational announcements, instructors' primary communication avenue with an entire online class each week.
- The Law Enforcement Technology program was renamed Criminal Justice Technology, and two new courses were added to align with modern law enforcement agency needs, Drugs and Society and Assets Protection.
- Collaborated with Community Relations to produce rack cards and program flyers along with an advertising campaign to promote fully online programs.
- Created Health Science Advising training course (February 2022).
- The Paralegal Technology program was ranked **second** in the nation by College Values Online.

- ICC received more than **\$500,000** in Child Care Strong Stabilization grants as part of the American Rescue Plan Act. This funding will be used to enhance childcare centers on both the Tupelo and Fulton campuses.
- **Dr. Laura Pannell** provided Conflict Management training for ICC residence hall resident assistants.
- Built and delivered COVID safety protocol courses in Canvas, and completion of this training was required for all students and faculty.
- Provided training on Canvas Studio so instructors can seamlessly record video and embed them in Canvas courses.
- HonorLock remote testing software was used for over **500** on-campus course exams. This process facilitated accelerated calendars and allowed instructors to devote more time to lecture.

Health Science Instruction – Rilla Jones, Dean

- The **E. Rhodes** and **Leona B. Carpenter** Simulation Laboratory was dedicated. Expanded to eight beds with glass enclosures for line-of-sight observation, it was used for clinical hours for freshman and sophomore ADN and PN students as well as interdisciplinary scenarios involving ADN, PN and Respiratory Therapy programs.
- Respiratory Care Technology, Paramedic Technology and Occupational Therapy Assistant Technology programs had 100 percent board exam pass rate for 2021. Other passing rates are PTA – 90%; PN – 91%; ADN – 94%; HIT – 78%; RGT – 85%; SUT – 92%
- The Diagnostic Medical Sonography program was reopened but revised to a hybrid model with “Boot Camp” style laboratory sessions and didactic instruction provided online. The program director was hired, and more than a dozen clinical affiliates and a medical director were identified. The initial request for accreditation services was submitted to begin the programmatic accreditation for the general ultrasound portion of the program.
- The Emergency Medical Services program had no findings requiring a follow-up report on its self-study submission. The onsite visit was rescheduled until the fall of 2022.
- **Beth Bowers**, Clinical Coordinator for Respiratory Care Technology, completed a master’s degree in teaching with an emphasis in Biology.
- The Health Science Division was awarded **\$25,000** from the Carpenter Foundation and was utilized to purchase technology equipment/devices, computerized instructional programs, hospital bed headwalls, certification review programs and electronic health record programs.
- The Associate Degree Nursing and Practical Nursing programs were awarded a **\$40,000** N.E.W. Beginnings – Nursing Education for Women grant. Selected students were awarded **\$800** stipends during the last semester in their programs. The targeted, need-based funding allowed students approaching graduation to be able to pay for expenses such as NCLEX review courses, licensing exams and gaps in other financial aid awards that could prevent them from program completion.

Institutional Research and Effectiveness, SACSCOC Liaison, QEP – Liz Edwards, Director

- Implemented the five-year strategic planning process culminating in a retreat on November 5 that produced initiatives for a new strategic plan that will be effective for FY 2023-2027.

- **Liz Edwards** co-presented with **Rilla Jones** in a session titled “Taking the Strategic Pain out of Strategic Planning” at the 2022 CFTTC meeting in Biloxi.
- **Liz Edwards** served as a peer evaluator and committee chair for SACSCOC Committees.
- Assisted in the implementation of the strategic planning process and the implementation of the new strategic plan that will be effective for FY 2023-2027.
- **Diann Nichols** completed the SACSCOC IE Peer Evaluator training to qualify as a future committee member.
- **Diann Nichols** was elected to serve as MAIR Treasurer for 2022-2023.

Instructional Support Services – Rachel Steele, Director

- Efforts to add accountability and support for student-athletes and those enrolled in developmental courses has increased student engagement with staff, students and the physical college location. Increased, positive interactions with the College often lead students to persist at higher rates, according to Astin’s Theory of Involvement.
- Instructional Support Services seeks student success in all aspects and believes its efforts aid in student success for its students and other academic departments (namely math and English), as evidenced by its most recent ASC data. While the spring term continues to be a challenge, the department feels confident that it has obtained adequate baseline data to move forward to a more standardized format of developmental instructional support (i.e., the Access program, Enhancement of Study, etc.).
- Data demonstrating student success efforts for Instructional Support Services follows in five charts.

ICC Athletic Team	2019- 2020 Team GPA	Fall 2020 Team GPA	2020- 2021 Team GPA	Fall 2021 Team GPA
Baseball	3.46	3.01	3.50	3.21
Men's Basketball	3.08	3.00	2.83	2.84
Women's Basketball	3.1	3.02	3.03	3.20
Football	2.63	3.00	2.65	2.85
Golf	2.68	3.01	3.05	3.06
Men's Soccer	3.23	3.01	2.94	3.11
Women's Soccer	3.58	2.99	3.28	3.26
Softball	3.65	3.01	3.44	3.38
Men's Tennis	3.22	2.99	2.96	3.45
Women's Tennis	3.66	3.00	3.06	3.61
Volleyball	N/A	3.00	3.57	3.51

Academic Success

Success Rate = percentage of students who earned a 70% or better

ENG 0113: Beginning English & Reading		
Term	ASC Students	Non ASC Students
Fall 2021	75%	43%
Spring 2021	18%	43%
Fall 2020	51%	45%
Spring 2020	58%	55%
Fall 2019	77%	59%
Spring 2019	100%	49%
Fall 2018	No comparable data	

ENG 0123: Intermediate English & Reading		
Term	ASC Students	Non ASC Students
Fall 2021	69%	58%
Spring 2021	10%	60%
Fall 2020	66%	56%
Spring 2020	66%	49%
Fall 2019	84%	62%
Spring 2019	42%	59%
Fall 2018	No comparable data	



MAT 0124: Beginning Algebra		
Term	ASC Students	Non ASC Students
Fall 2021	40%	28%
Spring 2021	25%	24%
Fall 2020	30%	37%
Spring 2020	56%	60%
Fall 2019	65%	57%
Spring 2019	15%	43%
Fall 2018	No comparable data	

MAT 1233: Intermediate Algebra		
Term	ASC Students	Non ASC Students
Fall 2021	49%	27%
Spring 2021	30%	26%
Fall 2020	33%	31%
Spring 2020	No comparable data	
Fall 2019	No comparable data	
Spring 2019	No comparable data	
Fall 2018	No comparable data	



Library – Holly Gray, Director

- The Library Web page features **70** databases and **63** research guides that assist students with instructional assignments. There were more than **80,000** visits from patrons. The Library also has a local chat feature that is accessible through its Web page. ICC's librarians answered and interacted with **213** students using the online chat service.
- Librarians on both the Fulton and Tupelo campuses provided orientation sessions and workshops via Zoom and face-to-face to support, both online and traditional classes.
- The Hoopla app, which allows patrons to check out audio, video, comics and eBooks online or through a device, had **2,689** checkouts.
- The Library added the ability for students to make Fulton and Tupelo study room reservations online with more than **130** room bookings (study sessions) during the past year.
- The Library has added more DVDs, games and books as well as computers for students to check out.
- The Library has partnered with Student Activities throughout the year with such activities as an Escape Room on the Fulton Campus during Indian Week (April 2021) and a Relaxation Room on both the Fulton and Tupelo campuses during Wellness Week (March 2022). An additional partnership was with Sigma Kappa Delta to host a Poetry Slam (February 2022).

Phi Theta Kappa

- **Bradley Howard** (Computer Science), **Robin Lowe** (English Department) and **Jay Humphries** (English Department) serve as advisers for the Upsilon Sigma Chapter of Phi Theta Kappa. During this school year, they assisted with several college and community events focused on the PTK College Project (Recycling) and PTK Honors in Action Project (Ecotourism). The chapter received a PTK grant for **\$1,000** to assist in the events.
 - Clean up day at the Tennessee-Tombigbee Waterway
 - Hammock Hangout at the pavilion with Fulton Mayor **Emily Quinn** and **Dr. Jay Allen** discussing ecotourism and the environment
 - Recycling bin competition between the residence halls, recycling bins donated to Fulton, birdhouses purchased and placed on the Fulton Campus as well as donated to Fulton
 - Scavenger hunt on the Fulton Campus involving ICC-related ecotourism and environmental facts
 - Art contest for ICC students using recycled materials, a Halloween contest with ICC's Fulton Campus Dining Hall for students and faculty, which included ecotourism facts
 - Mental health presentation for ICC students in collaboration with ICC's Community Relations Department.
- **Bradley Howard**, **Robin Lowe** and **Jay Humphries** attended PTK International Convention (virtually) in April 2021, International Honors Institute (virtually) in June 2021, Regional Honors Institute (virtually) in July 2021, Fall Regional Leadership Conference (virtually) in August 2021 and PTK Regional Conference (virtually) in March 2022. These conferences and workshops enhance leadership skills and prepare PTK advisers to assist ICC students in being better leaders, organizers and researchers.

STUDENT SERVICES – Dr. Brad Boggs, Vice President

- Hired **Annie McGregor** (Pontotoc High School) as the new ICC Volleyball Coach
- Worked with Coca-Cola to help purchase two new scoreboards – soccer and baseball
- Successfully sent Everbridge emergency notifications to students and employees
- Opened the safe shelters at all locations for severe weather
- Hired two assistant soccer coaches – one for Men’s soccer and one for Women’s soccer
- Created a uniform budget to be managed by the Athletic Director – funds will rotate each year to assist programs with purchasing uniforms
- Worked with Sports Information Department and Alumni/Advancement to update the Indian Club and implement online donations.

Admissions – Dr. Robert Solomon, Director

- Admissions staff processed **9,669** admissions applications.
- Processed more than **8,231** online forms related to No-Shows, Excessive Absences, Student Initiated Drops, Change of Grade Requests or Readmission Requests.
- Successfully submitted the College’s Recertification Petition to the Student and Exchange Visitor Program to determine continued eligibility and compliance with federal regulations governing SEVP certification and nonimmigrant students.
- Administered **122** ACT Residual tests to prospective ICC students and 464 National ACT to examinees in the College’s service area.
- No Admissions findings resulting from Mississippi Community College Board Audits for 2021 (spring, summer or fall semesters).
- Certified **1,043** students as graduates for the 2021 Commencement ceremonies.
- Developed a postcard campaign to invite/encourage 2020 graduates to participate in the 2021 Commencement ceremonies.

Advising – Mande Miller, Director

- The Supportive Services office is providing professional development opportunities not only to ICC personnel but also to teachers across Mississippi. Last fall, more than **300** teachers from the coast to North Mississippi were enrolled in the online professional development courses. This spring there are two courses, “The History of Disabilities – The Good, The Bad and The Ugly” with **226** teachers registered. The second course is “ADA, IDEA and 504” with **152** teachers registered, a total of **378** teachers this spring taking the professional development courses.
- The Career Center posted **80** job listings.
- Since relaunching the Career Center in the spring 2021 semester, **Carla Rose Garrett** has collaborated with TIS and Community Relations for website design and content.

- Launched a website.
- Résumés Proofed = **37** (classroom and individuals), **15** for résumé repair shops, **52** total mock interviews, **18** Career Testing and Career Counseling appointments – **14**.
- University/College Visits **50** individual visits (Includes Ole Miss – Tupelo, Mississippi College, Jackson State University, Ole Miss-Oxford, Mississippi State University, University of North Alabama, Delta State University, Freed-Hardeman, US National Guard).

Athletics – Carrie Ball-Williamson, Director

- Volleyball was played in the fall (2021), and the team successfully completed the second season by representing the state at the district volleyball tournament in Florida.
- Softball received the first **No. 1** ranking in any sport in school history.
- The Athletic Department successfully hosted the Division 4A High School Basketball Tournament in spring 2022. ICC will also host the high school Division Archery Tournament.
- The Athletic Department has resumed selling regular tickets at the gate at all events.
- The Athletic Department continues to use two buses for basketball and soccer trips, and all sports use the seating charts for away trips.

Campus Police – Jason Dickinson, Chief

- Worked on the new Standard Operation Policy (SOP).
- Cohosted Coffee with Cops with Student Activities to promote information to students.

COVID-19 Pandemic Response

- Received and processed all student COVID reports/inquiries – set their timeline to return to college locations.
- Contacted all students identified as COVID close contacts and set their timeline to return to college locations
- Scheduled appointments for all students who needed to be tested for COVID.
- Delivered meals and served as a point of contact for all students who were required to quarantine in designated rooms in our residence halls.
- Monitored and enforced Center for Disease Control and Mississippi Department of Health Guidelines due to the COVID-19 pandemic.

Financial Aid – Terry Bland, Director

- **Terry Bland** served as President-Elect for the Mississippi Association of Student Financial Aid Administrators (MASFAA) and as Northern Representative for the Veterans Affairs Administrators of Mississippi (VAAMS). **Mandy Walker**, Financial Aid assistant (Veterans Affairs), served as Treasurer for the Veterans Affairs Administrators of Mississippi (VAAMS).

- To continue to assist students with filing their federal and state aid applications despite the COVID-19 pandemic raging, we held FAFSA Completion events for each of the high schools in our district from October through December 2021.
- Processed FAFSAs
 - **9,884** for 2020-21.
 - **8,615** for 2021-22.
 - **3,185** for 2022-23 AYTD.
- Processed **3,394** scholarship applications which include:
 - County tuition: **1,059.**
 - Institutional scholarships: **1,460.**
 - Adult Learner: **740.**
 - Transfer scholarships: **135.**
- Processed **191** enrollment certifications in VA-Once for our Veterans/Service members.
 - Spring 2021: **90.**
 - Summer 2021: **16.**
 - Fall 2021: **85.**

Fitness Center – Michelle Pruitt, Coordinator

- May 2021 – Added new equipment to the Fulton and Tupelo Fitness Centers.
- September 2021 – New check-in station installed.
- January 2022 – Offered a “New Year, New You” promo to bring in more community memberships.
- February 2022 – Started “Student Takeover” spin classes.
- February 2022 – Offered six-week Women’s Self Defense course.
- March 2022 – Partnered with Student Activities to host ICC’s second annual “Wellness Week” featuring various activities for students, which included our first-ever Field Day event.

Housing – Dr. Chad Case, Director

- Hired **Anna Brooke Bryant** as the office Work-Study.
- **Ethan Cruse** was accepted into the Higher Education Program, Master of Arts, at the University of Mississippi.
- **Kaitlyn Stanfield** was accepted into the Master of Science Workforce Education Leadership program at Mississippi State University.

Student Activities – Taylor Tutor, Director

- *Pet-A-Puppy Events* – Student Activities brought a new event to ICC in the fall of 2021. At the first event, **30** students participated. From this event, a partnership with the Tupelo Lee Humane Society was formed.

- *Open Mic Nights* – Student Activities and the Bookstore partnered for Open Mic Nights at The Grounds Coffee Shop. On the first night, **25** students attended, and 10 students participated. A total of more than **100** attended for all four nights.
- *Mental Health Week* – Community Relations and Student Activities partnered for a week dedicated to Mental Health Awareness. Student Activities sponsored four events across all three locations: Kindness Rocks, Pet-A Puppy, Corn Chips and Cornhole and Coffee with a Cop.
- *Social Media*
 - In July 2018, Student Activities started an Instagram account to better reach the ICC student population. The @GetInvolvedICC account posts upcoming events/programs, intramural sports results, student spotlights and general announcements. As of March 2022, we increased our accounts reached to **3,279** each week. Social media presence can impact recruitment, retention, student engagement and provide easier access for administrative procedures.
 - *The Voice of ICC* – Student Activities and the Student Government Association hosted the third annual the Voice of ICC in the fall semester. There were **11** contestants and over **20** auditions. Three alumni served as judges.
 - *Blood Drives with Vitalant* – ICC held two blood drives at both the Fulton and Tupelo campuses. In Fulton, we had **13** donors and two first-time donors. In Tupelo, we had **12** donors and four first-time donors.
 - *Intramural Sports* – Student Activities offered five intramural sports throughout the fall semester including softball, kickball, dodgeball, tennis and ping pong. There were approximately 300 participants in fall intramural sports. Six intramural sports were held during the spring semester.
- *Community Service* – Student Activities partnered with Keep Tupelo Beautiful for **10 for Tupelo**. ICC was allowed 40 spots on the signup. The group also partnered with the City of Fulton for “Company’s Coming” to clean up litter in Fulton.
- *Belden Center Events* – After receiving feedback from faculty at the Belden Center and the Student Activities survey, plans are for more events at to be hosted at the Belden Center. The most successful event was the cookout during Homecoming Week. There were over **50** students who participated in the event.
- *Spring 2021 Activities*
 - *Movie Night – March*
 - All Residence Hall directors participated in hosting a movie night. "42" was shown using Swank TV in the W.O. Benjamin Fine Arts Center Auditorium.
 - *Addiction Seminar – March*
 - All Residence Halls participated in this event, where Jacque (JW) Wuichet, CADC Treatment Specialist, discussed his struggles with addiction and his progress.
 - *Kan Jam – March*
 - All Residence Hall Directors hosted a Kan Jam tournament in the Pontotoc Hall courtyard. All hall residents were invited to compete against each other for a prize.

- *Trivia Night – April*
 - All Residence Halls participated in Trivia Night, which was hosted via Zoom in the form of Jeopardy. Winners were presented with gift cards.
- **Fall 2021 Activities**
 - *Chickasaw Meet and Greet – September*
 - Snacks and drinks were provided for residents of Chickasaw to meet each other along with the Hall Director, Dylan Hart, and the Resident Assistants.
 - *Pontotoc Meet and Greet – September*
 - Residence Hall Director, Ethan Cruse, and the Pontotoc Hall Resident Assistants hosted a meet and greet in the courtyard of Pontotoc Hall. Snacks and drinks were provided so all residents could have a casual atmosphere to get acquainted with the staff and ask questions.
 - *Sheffield Hall Meet and Greet – September*
 - Meet and Greet was in the lobby of Sheffield Hall on September 7 at 6 p.m. The entryway was decorated, and snacks were provided. Students entered Sheffield Hall, and they were greeted by the hall director, Iris Newsome, and several Resident Assistants. The students were shown the bulletin board and given information on how to contact Sheffield Hall employees.
 - *Corn Hole Tournament – September*
 - Pontotoc and Chickasaw Hall residents competed against each other in a corn hole tournament. This event provided residents of each hall with a competitive opportunity. Winners were presented with awards.
 - *Self-Defense Program – September*
 - All Residence Halls participated in a self-defense class in the Sheffield Hall breezeway. Snacks and drinks were provided for the attendees. The class was taught by **Jermamy Jackson**, and Hall Director **Ethan Cruse** was used in his demonstrations.
 - *Kan Jam – September*
 - All Residence Hall Directors combined to host a Kan Jam tournament in Pontotoc Hall courtyard. Residents from all residence halls were invited to compete against each other for a prize.
 - *Super Smash Bros. Ultimate Tournament – October*
 - The Residence Hall directors held a tournament for the video game Super Smash Brothers Ultimate for students of all halls. Students competed in a single-elimination bracket, with the winner earning a gift card for The Grounds.
 - *Itawamba Hall Meet and Greet – October*
 - Residents were invited to receive free nail polish changes with Halloween-themed colored polish, glow-in-the-dark polish and decals. The mini manicures were performed by the Residence Hall Director, Heidi Riley, during the meet and greet program.

- *Itawamba Hall Selfie Event – October*
 - A Halloween-themed backdrop was displayed in the lobby for residents to take selfies.
- *Itawamba Hall Clap for the Indians – October*
 - Recognition was given to the Lady Indian student-athletes who reside in Itawamba Hall. Banners and signs were displayed in the lobby to congratulate their wins and draw other residents' attention to school activities.
- *Healthy Habits – October*
 - On October 27, 2021, **Michelle Pruitt** from the ICC Fitness Center discussed exercise and nutrition as well as demonstrated several workouts and provided flyers on blood pressure, home workouts and classes at the ICC Fitness Center. Next, she discussed nutrition and provided a picture of a healthy plate. She did an excellent job and was given a gift card to The Grounds Coffee Shop.
- *Door Decorating Contest – October*
 - Residence Hall Director Iris Newsome held a door decorating contest for the residents of Sheffield Hall. Entries were judged on October 31 by Resident Assistants, and several doors were selected as winners. First and second prize winners received gifts from the bookstore, and certificates were given to the remainder of the participants.
- *Pumpkin Painting Contest – October*
 - Students from Monroe Annex and Itawamba Hall participated in a Pumpkin Painting Contest to observe the Halloween season. Students were asked to decorate their pumpkins and place them outside their doors for display. On October 27, Vice President of Student Services, **Dr. Brad Boggs**, and Director of Housing, **Dr. Chad Case** helped Residence Hall directors pick the most creative pumpkin from each residence hall. The winning student(s) received a basket of Halloween goodies and seasonal bragging rights.
- *Food Drive – October and November*
 - All Residence Halls participated in the food drive where students donated nonperishable goods. Items received were donated to The Trading Post on the Fulton Campus to be distributed to any ICC student in need.
- *Financial Literacy Program – November*
 - **Melanie Wilhite** of Trustmark Bank made a PowerPoint presentation about Financial Literacy on the first-floor study area of Sheffield Hall. All Residence Hall directors and their Resident Assistants attended. **Ms. Wilhite** provided flyers on banking, saving and budgeting. She also presented the staff and students with practical ways to save. The presentation ended with a question-and-answer session.

- *Snake Night – November*
 - Local Marine Representative and Special Sergeant, **Jacob Shuey**, helped host a scientific and educational program based on one of his hobbies: snake breeding. Students learned about breeding habits, trait patterns and the basic livelihood of the Marine and his reptiles while viewing them in person. There was a large audience, and the snakes varied from a small pink Hognose to a 6-foot Ball Python.
- *Foreign Currency and Stock Exchange Seminar – November*
 - All Residence Halls participated in this event presented by Rich and Rare LLC employee's education on Foreign Currency Exchange, Stocks and Crypto.
- *Itawamba Hall Congratulates 2021 Graduates – December*
 - Winter graduates were celebrated with a backdrop and balloons placed in the lobby. The banner read Congratulations to Class of 2021 and featured balloons, streamers and extra-large balloons displaying 2021.
- **Spring 2022**
 - *Chickasaw Meet and Greet – January*
 - Snacks and drinks were provided for residents of Chickasaw to meet each other along with the Hall Director, **Dylan Hart**, and the Resident Assistants.
 - *Lee Hall Meet and Greet – January*
 - The Residence Hall Director, **Dakota Hall**, and its Resident Assistants hosted a meet and greet for the residents of Lee Hall. in the first-floor lobby, where drinks and snacks were provided for attendees. It was an opportunity to become more acquainted with those responsible for upholding the standards for Lee Hall.
 - *Itawamba Hall Encourage Generosity Event – January*
 - A table was set up with donated school supplies that students use/need. This event was created by Itawamba Hall resident **LaMaya J. Newsome** and Hall Director **Heidi Riley**. Items were placed in the lobby of Itawamba Hall with a sign that read, "Need one, Take one... Have some, Donate please..." Some of the available items were staples, highlighters, color pencils, envelopes, three-ring binders, pencils, pens, Bibles, shampoo/conditioner, picture frames, scantrons and various other items.
 - *Pontotoc Meet and Greet – January*
 - Residence Hall Director, **Ethan Cruse**, and the Pontotoc Hall Resident Assistants hosted a meet and greet in the courtyard. Snacks and drinks were provided so all residents could have a casual atmosphere to get acquainted with the staff and ask questions.
 - *Sheffield Hall Meet and Greet – January*
 - The residents of Sheffield Hall were given snacks and drinks as they entered the building, and they were introduced to their Hall Director and the Resident Assistants and provided contact information about the staff of Sheffield Hall. Also, **Dr. Chad Case** judged the Resident

Assistants information boards and awarded first, second and third place prizes to the most creative and informative boards. The winners received a gift card to The Grounds Coffee Shop.

- *Black History Month – February*
 - Little Known Trivia questions were emailed weekly to the students of Sheffield Hall, and prizes were awarded to the person with the first correct response.
- *Sheffield Hall – Valentine's Day Scavenger Hunt – February*
 - Students were given prompts to lead them to the next clue. This event encouraged them to work as a team and become more familiar with faculty, staff and locations on the Fulton Campus.
- *Itawamba Hall – A Month of Valentines – February*
 - A Valentine backdrop with heart-shaped helium balloons was placed in the lobby for residents to take selfies or photos with friends.
 - Valentine Door Decoration. Students were encouraged to decorate their door with Valentine's theme.
 - Valentine cupcakes were given out in the lobby.
 - Valentine-themed nail polish with themed decals were available. Mini manicures of polish changes were provided by Hall Director **Heidi Riley**, which included holiday polish colors and decals that could be applied to the nail.
 - Valentine cards with candy were provided for students to create their own Valentine for their significant other.
 - Valentine contest – Residents were provided entries based on their participation in the above items. Therefore, residents could gather multiple entries based on all in which they participated. The prize was two dinners of steak and shrimp in the dining hall.
- *Itawamba Hall Black History Month – February*
 - A display of Madame C.J. Walker was in a glass case in the lobby for students to view. It included a framed sheet of federal stamps issued by the U.S. government commemorating Madame C.J. Walker, photos of an all-ethnic-oriented salon and some antique curling irons and blow dryers. Items were provided for students to decorate their doors with Black entrepreneurs/inventors to celebrate.
 - A project and contest were initiated that featured Maya Angelou's poem, "Phenomenal Woman." Residents were encouraged to write one line each of the poem. The poem speaks to how women differ, and the significance was to have our female residents see how their writing of the text was all different, but each beautiful in its own way. The result was a banner that was about 22-25 feet long. The poem was displayed in the lobby from the second floor to the first floor.
- *Movie Night for Black History Month – February*
 - In honor of Black History Month, the Residence Hall staff hosted a movie night showcasing 'Just Mercy' featuring Michael B. Jordan, Jamie Foxx and Brie Larson. 'Just Mercy,' one of the best new releases about civil rights and the fight for justice, attracted a large audience and left many

feeling emotional. This program reminded us how far we've come, how far we still must go and what we can do as we move forward.

- *Game Night – March*

- All Residence Hall directors hosted a tabletop game night. Tabletop games were checked out of the ICC Library, and students had an opportunity to get together in the banquet rooms and play any board or card game that was available. Students could also bring their games and play.

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Itawamba Community College

Strategic Initiatives and Institutional Goals

1. ENROLLMENT MANAGEMENT Page 1

1a. Persistence and Retention

Itawamba Community College will improve persistence and retention of current students.

1b. Adult Learner Students

Itawamba Community College will increase nontraditional student enrollment.

2. ACCOUNTABILITY Page 17

2a. Improve student outcomes

Itawamba Community College will improve student outcomes.

2b. Local workforce and economy

Itawamba Community College will positively impact the local workforce and economy.

2c. Manage resources wisely

Itawamba Community College will manage resources wisely.

3. CAMPUS SAFETY Page 32

3a. Safety training

Itawamba Community College will develop and implement a safety training program for faculty, staff and students.

3b. Safety plan

Itawamba Community College will develop and implement a comprehensive safety plan.

4. TECHNOLOGY Page 34

4a. Training on and use of technology

Itawamba Community College will provide quality training of and use of current and relevant technologies.

4b. Maintain adequate technology

Itawamba Community College will maintain adequate technology infrastructure, hardware, cabling and network equipment.

2016-2022 Strategic Plan



ENROLLMENT MANAGEMENT

1a. Persistence and Retention

1b. Adult Learner Students

In Support of Attainment of Goals

Alumni and Foundation – Michael Upton, Director

- **17** new scholarships established.
- Awarded **125** scholarships for Fall 2021 and Spring 2022 semesters with a value of **\$133,412** in support for students.
- Provided **\$10,000** in support to the college from non-scholarship endowments.
- Provided additional support services for scholarship winners.
- Worked alongside college partners to help reestablish the college food pantry.
- Provided **7** adult learner scholarships
 - **3** endowed.
 - **4** annual.

HUMAN RESOURCES AND ADMINISTRATION – Tim Senter, Vice President

Human Resources – Tim Senter

- Continued to create, recommend, advise and implement guidelines for COVID-19 testing, tracking and tracing, including serving as the primary office for all employees to report COVID-19-related matters.

Print Shop – John Bowen, Manager

- Printed over **1.1 million** copies, including exams for instructors, office forms, flyers, posters, rack cards, brochures etc.
- Printed **9,400** garments for college clubs, athletic teams, special events and bookstore.

INSTRUCTIONAL SERVICES – Dr. Michelle Sumerel, Vice President

Academic Division, Business Administration – Dr. Edana Nail, Chair

- The Business Administration Division hired a new full-time instructor starting in fall 2022 due to increases in student majors and class demand.
- The Business Administration Division continues to utilize and promote the School of Business during orientations, providing a connection of like students to engage within their group with each other, their instructors and their courses.

Academic Division, Communications – Anna Britt-Begnaud, Chair

- **Melanie Francis, Nathan Ward and Anna Britt-Begnaud** created ENG English Composition I to improve student success and persistence in English; Nathan Ward and Anna Britt-Begnaud piloted ENG 1114 English Composition I online for Career Education students.
- **Anna Britt-Begnaud**, Sigma Kappa Delta adviser, mentored former ICC student Skylar Reed through her internship program with the ICC English Department.
- **Jenny Bowers** – William Winter Faculty Scholar, Phi Theta Kappa Horizon Award (Regional), Nominated for Outstanding Adviser (International), Tupelo Campus PTK Contact Adviser.
- **Keith Morris** – MCCCWA poetry judge for ICC, released ‘Things That Are Not Here,’ a collection of 11 original songs, published in The Louisville Review, The View from Woodall, Tenth Street Miscellany and Hare’s Paw Literary Journal; second place for poetry, Tishomingo Arts Council; wrote and recorded soundtrack to North Mississippi Legal Services documentary trailer; Film Club adviser; Sigma Kappa Delta adviser and SKD poetry judge; Calliope poetry editor; member of Mississippi Poetry Society.
- **Robin Lowe** – Faculty Scholar, International Honors Institute; Faculty Scholar, MS/LA Regional Honors Institute; Horizon Award, MS/LA Advisers, Phi Theta Kappa, MS/LA Region (2021, 2022), Adviser Board of Directors nomination, PTK; Distinguished Chapter Award for chapter, PTK, Regional Award; Honors in Action Award, first place, Theme 1 for Chapter, PTK, Regional Award; PTK contact adviser, Upsilon Sigma Chapter, Itawamba Community College; Faculty Scholar, Regional and International levels, PTK; Five Star Adviser, PTK; MS/LA Advisory Board member, PTK; Transfer Partners Liaison, MS/LA Region of PTK; Certified Facilitator, Leadership Development Studies, PTK; ICC Sponsor, Mississippi Community College Creative Writing Association.
- **Jon Armstrong** – Completing final semester of Ph.D. in Community College Leadership.
- **Morgan Cutturini** – Produced the feature-length documentary entitled ‘The Quest for Justice: NMRLS Oral History Project. The film, which provides a summary of the history of North Mississippi Rural Legal Services from its inception in 1966 to today, was selected to screen at the Oxford Film Festival in March. ICC’s group received a **\$5,000** grant in 2021 from the Mississippi Hills Heritage Area Alliance to complete the film, the second grant from that organization. The project’s purpose was to expand the short documentary that ICC

Films produced for the organization in 2019 into a feature-length documentary. ICC Films purchased a MacBook editing laptop, a Sennheiser microphone and film lights with the grant money.

- Produced the feature-length film entitled 'Flights of the Mississippi June Bugs: A Greater Truth in Money.' Federal Judge and Itawamba County native Michael P. Mills requested ICC Films to record his literary group's conference and interviews in Money, Mississippi in 2021. The conference members studied the intersection of three cultural icons in the small community of Money – Bobbie Gentry, whose song 'Ode to Billy Joe' references the Tallahatchie Bridge near Money; Emmett Till, who supposedly whistled at Carolyn Bryant at the store in Money; and Robert Johnson, who is buried at the Little Zion Baptist Church in Money.
- Coproduced the feature-length film, 'Mysterious Circumstance: The Death of Meriwether Lewis' in 2021
- Coproducing the feature-length film, 'Mississippi Scholar,' in May 2022.
- **Donna Thomas** assisted **Bradley Howard**, **Dr. Jada Mills** and **Heather McCormick** with the STEM grant information.

Academic Division, Computer Science – Bradley Howard, Chair

- **Bradley Howard** is serving on the Computer Science Strategic Planning committee for the State of Mississippi, which is creating a 10-year strategic plan for Computer Science to be integrated into K-12 in Mississippi.
- The Computer Science Department participated in a Curriculum Alignment meeting with state community colleges and universities – fall 2021.
- The Computer Club has actively pursued ICC students to become more engaged in the Computer Science Department and ICC. Representatives from the University of Mississippi, University of Mississippi Medical Center and University of North Alabama have met with ICC's club either in person or via Zoom to discuss their departments. The ICC Computer Club donated \$75 worth of food and items to ICC's new food pantry in December 2021. Bradley Howard hosted a Zoom Q&A conference with the Computer Club in August 2021 discussing careers in Computer Science, Computer Engineering and Computer Information Systems. **Bradley Howard** served on a committee to revive the Career Center at ICC in late spring 2021.

Academic Division, Mathematics – Heather McCormick, Chair

- The Mathematics Division sends its MAT 1334 students to Supplemental Instruction to improve both retention and success.
- The Mathematics Division is working with Institutional Effectiveness on the IDEA grant initiative to examine and reduce equity gaps.
- The Mathematics Division established a study room for students enrolled in upper-level mathematics courses.
- The Mathematics Division, along with Instructional Support, hired a mathematics tutor to work with developmental mathematics students.

- **Heather McCormick** is recording a new video for online MAT 1723.
- **Bridgett Cash** improved retention in her traditional courses.
- Many instructors use the iPad on a regular basis. This provides digital copies of notes for students.
- The Mathematics Division implemented a new eBook and resources for MAT 1313/1314.
- The Mathematics Division implemented a new eBook and resources for MAT 2323.
- **Bridgett Cash** improved her SEIs and updated notes and materials in MAT 1733.
- **Chris Cox** provides EDU 1613 students with opportunities to observe teachers in local schools as well as to teach in the class to gain real-life experiences.
- During the summer of 2021, **Rob Francis** made section-by-section directed notes for Calculus I so that students can focus more on lecture and problems, thus aiding the teaching and learning process.
- As part of the MentorLinks grant, the Mathematics Division, along with the Computer Science and Natural Science Divisions, hosted STEM Week, February 7-13. Throughout the week, the awareness of the STEM Club was raised as well as the Introduction to STEM Professions course, both of which will be offered beginning in the fall of 2022. In addition, they hosted **Dr. Betsy Chesnutt** in a seminar to introduce students to STEM professions.
- **Heather McCormick** serves as the Honors College Associate Director.
- **Chris Cox** sponsors the Educators Rising Club and serves on the Advisory Board for the University of Mississippi School of Education.
- **Rob Francis** uses the iPad to allow students to individually work problems without coming to the board, which has made Beginning Algebra more interactive.

Academic Division, Natural Science – Dr. Jada Mills, Chair

- **Denise Rakestraw** taught a section of BIO 2924 Microbiology for first-year ADN students to accommodate day class schedule and clinicals.
- **Dr. Jada Mills, Heather McCormick** and **Bradley Howard** are building an online introduction to STEM Professions course – spring 2022.
- **Beth Campbell** and **Dr. Jada Mills** revised and developed new traditional General Biology II labs and lab manual.
- **Dr. Chad Roberson** revised General Physics I, IA, II, IIA lab manuals.
- **Dr. Chad Roberson** and **Brady Garrett** updated the Astronomy online course shell.
- **Richard Martin** rebuilt online course shells for Principles of Biology I and II to better align with traditional courses.
- **Dr. Tim Ross** reviewed General Chemistry test bank questions for online courses.
- **Denise Rakestraw** rebuilt the online course shell for Microbiology to better align with the traditional course.
- **Sherry Davis** attended Ignite Leadership Training – spring 2022.

- **Michelle Milner** enrolled in the STEPS (Science Teaching with Embedded Primary Sources) course at the University of Mississippi.
- **Five \$500** scholarships were awarded to STEM majors through NASA MSGCC funds.
- **Lindsey Patterson, Denise Rakestraw** and **Dr. Jada Mills** traveled with the Science Club to the U.S. Space and Rocket Center in Huntsville, Alabama.
- **Dr. Jada Mills** serves as ICC's NASA Mississippi Space Grant Consortium coordinator.
- **Dr. Jada Mills** serves as ICC's Barry Goldwater Scholarship Program representative.
- **Jason Campbell** serves as ICC BSU Area Committee member, treasurer and Mentor Group Leader.
- STEM Week was February 7-11 with activities on both the Fulton and Tupelo campuses, including a STEM forum.
- **Dr. Jada Mills, Heather McCormick, Bradley Howard** and **Dylan Baldwin** conducted professional development sessions for STEM advisers and counselors detailing career education programs.
- Natural Science faculty attended Curriculum Alignment meetings – fall 2021.
- **Denise Rakestraw** participated in the Itawamba Community College Associate Degree Nursing Advisory Council Meeting – December 2021.
- BIO 1813 is added to course offerings.

Academic Division, Social Science – Chris Stevenson, Chair

- Establishment of the first Mississippi Highway Patrol CORE Program – ICC's partnership with the MHP to pilot a program through the community college to fast-track cadets for the MHP Academy in Jackson.
- Restructured the Education Department into the School of Education that now falls under the Social Science Division.

eLearning Instruction – Denise Gillespie, Dean

- All BLS instructors for CPR were recertified from American Heart Association standards to American Red Cross standards to stay in alignment with the North Mississippi Health Services.
- New videos and tests were updated in online courses.
- Returned to in-person proctored exams for online courses, but also implemented Zoom proctoring for eLearning students who are unable to visit a testing center. Proctors were trained to schedule and deliver remote exams to assist qualifying students. Also, area high schools were trained and credentialed to deliver some proctored exams for dual credit students, which saved unnecessary travel for school districts and opened more testing slots for other ICC students.
- Implemented Video Initiative requiring all online instructors to post at least three self-recorded videos in each online course in the fall 2021 semester to increase instructor presence and student engagement in courses.

Provided training for instructors on how to create engaging video content and integrate videos into online courses.

- Provided training for all online instructors on how to post meaningful as well as encouraging and motivational announcements, instructors' primary communication avenue with an entire online class each week.
- The Law Enforcement Technology program was renamed Criminal Justice Technology, and two new courses were added to align with modern law enforcement agency needs, Drugs and Society and Assets Protection.
- Collaborated with Community Relations to produce rack cards and program flyers along with an advertising campaign to promote fully-online programs.
- Created a Health Science Advising training course (February 2022).

For all fully online classes								
	<u>Retention</u>	<u>Success (greater than C)</u>	<u>Student/Teacher Ratio</u>	<u>Course Sections</u>				
Spring 2021	87.06%	84.92%	18.8:1	435				
Summer 2021	86.33%	81.96%	16.3:1	77				
Fall 2021	83.10%	78.87%	20.33:1	369				
	<u>Total Online Enrollments - (ICC and MSVCC students in ICC Classes)</u>	<u>Online Enrollments - Dual Credit</u>	<u>ICC Students placed in other MSVCC Classes (not included in Total Online Enrollment)</u>	<u>Tupelo Testing Lab - ICC and MSVCC students</u>	<u>Fulton Testing Lab - ICC and MSVCC students</u>	<u>Tupelo Testing Lab - Accuplacers</u>	<u>Fulton Testing Lab - Accuplacers</u>	<u>HonorLock Remote Proctoring-Tests Given</u>
Spring 2021	8192	629	162	2182	1190	46	44	13739
Summer 2021	1257	0	89	1498	474	68	35	1205
Fall 2021	7502	428	107	7027	3261	123	108	94 In-house Zoom Sessions
Note: A major shift was seen in how proctored tests were delivered in 2020 due to having to operate with distancing capacity, but the labs were able to fully operate again starting Fall 2021. The shift back to in-person testing has increased exam integrity and is well received by faculty.								

Health Science Instruction – Rilla Jones, Dean

- The **E. Rhodes** and **Leona B. Carpenter** Simulation Laboratory was dedicated. Expanded to eight beds with glass enclosures for line-of-sight observation, it was used for clinical hours for freshman and sophomore ADN and PN students as well as interdisciplinary scenarios involving ADN, PN and Respiratory Care Technology programs.
- Respiratory Care Technology, Paramedic Technology and Occupational Therapy Assistant Technology programs had 100 percent board exam pass rate for 2021. Other passing rates are PTA – 90%; PN – 91%; ADN – 94%; HIT – 78%; RGT – 85%; SUT – 92%.

- The Diagnostic Medical Sonography program was reopened but revised to a hybrid model with “Boot Camp” style laboratory sessions and didactic instruction provided online. The program director was hired, and more than a dozen clinical affiliates and a medical director were identified. The initial request for accreditation services was submitted to begin the programmatic accreditation for the general ultrasound portion of the program.
- The Emergency Medical Services program had no findings requiring a follow-up report on its self-study submission. The onsite visit was rescheduled until the fall of 2022.
- The Health Science Division was awarded **\$25,000** from the Carpenter Foundation, which was utilized to purchase technology equipment/devices, computerized instructional programs, hospital bed headwalls, certification review programs and electronic health record programs.

Instructional Support Services – Rachel Steele, Director

- To provide support for student-athletes and those enrolled in developmental courses, the department has increased student engagement with staff, students and the physical college location. Increased, positive interactions with the College often lead students to persist at higher rates, according to Astin’s Theory of Involvement.

Library – Holly Gray, Director

- The Library Web page features **70** databases and **63** research guides that assist students with instructional assignments. There were more than **80,000** visits from patrons. The Library also has a local chat feature that is accessible through its Web page. ICC’s librarians answered and interacted with **213** students using the online chat service.
- Librarians on both the Fulton and Tupelo campuses provided orientation sessions and workshops via Zoom and face-to-face to support both online and traditional classes.
- The Hoopla app, which allows patrons to check out audio, video, comics and eBooks online or through a device, had **2,689** checkouts.
- The Library added the ability for students to make Fulton and Tupelo study room reservations online with more than **130** room bookings (study sessions) during the past year.
- The Library has added more DVDs, games and books as well as computers for students to check out.
- The Library has partnered with Student Activities throughout the year with such activities as an Escape Room on the Fulton Campus during Indian Week (April 2021) and a Relaxation Room on both the Fulton and Tupelo campuses during Wellness Week (March 2022). An additional partnership was with Sigma Kappa Delta to host a Poetry Slam (February 2022).

Phi Theta Kappa

- **Bradley Howard** (Computer Science), **Robin Lowe** (English Department) and **Jay Humphries** (English Department) serve as advisers for the Upsilon Sigma Chapter of Phi Theta Kappa. During this school year, they assisted with several college and community events focused on the PTK College Project (Recycling) and PTK Honors in Action Project (Ecotourism). The chapter received a PTK grant for **\$1,000** to assist in the events.
 - Clean up day at the Tennessee-Tombigbee Waterway.
 - Hammock Hangout at the pavilion with Fulton Mayor Emily Quinn and Dr. Jay Allen discussing ecotourism and the environment.
 - Recycling bin competition between the residence halls, recycling bins donated to Fulton, birdhouses purchased and placed on the Fulton Campus as well as donated to Fulton.
 - Scavenger hunt on the Fulton Campus involving ICC-related ecotourism and environmental facts.
 - Art contest for ICC students using recycled materials and a Halloween contest with ICC's Fulton Campus Dining Hall for students and faculty, which included ecotourism facts.
 - Mental health presentation for ICC students in collaboration with ICC's Community Relations Department.
- **Bradley Howard, Robin Lowe** and **Jay Humphries** attended PTK International Convention (virtually) in April 2021, International Honors Institute (virtually) in June 2021, Regional Honors Institute (virtually) in July 2021, Fall Regional Leadership Conference (virtually) in August 2021 and PTK Regional Conference (virtually) in March 2022. These conferences and workshops enhance leadership skills and prepare PTK advisers to assist ICC students in being better leaders, organizers and researchers.

STUDENT SERVICES – Dr. Brad Boggs, Vice President

- Hired full-time Hall Directors for all residence halls.

Advising – Mande Miller, Director

- Career Counseling and Career Assessment
 - ICC students, who are undecided about their major, can make an appointment with a career adviser to discuss the process of choosing a major. Various career assessments are available to currently enrolled ICC students.
- Career Services offers a variety of career resources to assist students with career development and job search. The Career Planning and Job Search links are on ICC's website.
- Career Presentations, Events and University Recruiter Visits
 - Offered throughout each semester, various career presentations and events allow students to gain valuable career information and meet with employers, ICC alumni and university recruiters. Details are available on the Events link.

- Career-Related Presentations by Request
 - ICC faculty, staff and college organization sponsors can request career-related classroom presentations by contacting the Career Center. Some popular topics include Résumé Development, Employability Skills, Choosing a Major, Interviewing Skills and Dining Etiquette.
- Career Exploration Course
 - Students can check each semester's course schedule for availability of the LLS 1321 Career Exploration course.
- Résumé Proofing
 - Currently enrolled students with a valid ICC email address can leave their résumé in the Career Center, email it or make an in-depth résumé proofing appointment with ICC's career adviser. Students will receive pointers for improving their document.
- Job Preparation and Mock Interviews
 - Students can make an appointment for help with employability skills or to schedule a 30-minute mock (practice) interview and critique session so they will be prepared for the job market.
- Complete 2 Compete is a program that allows returning students to return and complete their degrees. ICC's C2C Coaches, **Dr. Emily Tucker** and **Michael Holloway**, worked with **122** students to aid in the process of awarding approximately **\$122,000** in C2C scholarship grants.

Financial Aid – Terry Bland, Director

- **Terry Bland** served as President-Elect for Mississippi Association of Student Financial Aid Administrators (MASFAA) and as Northern Representative for the Veterans Affairs Administrators of Mississippi (VAAMS). **Mandy Walker**, Financial Aid assistant (Veterans Affairs), served as Treasurer for the Veterans Affairs Administrators of Mississippi (VAAMS).
- To continue to assist students with filing their federal and state aid applications despite the COVID-19 pandemic raging, we held FAFSA Completion events for each of the high schools in our district from October through December 2021.
- Processed FAFSAs
 - **9,884** for 2020-21.
 - **8,615** for 2021-22.
 - **3,185** for 2022-23 AYTD.
- Processed **3,394** scholarship applications which include:
 - County tuition: **1,059**.
 - Institutional scholarships: **1,460**.
 - Adult Learner: **740**.
 - Transfer scholarships: **135**.

- Processed **191** enrollment certifications in VA-Once for our Veterans/Service members.
 - Spring 2021: **90**
 - Summer 2021: **16**
 - Fall 2021: **85**

Student Activities – Taylor Tutor, Director

- *Pet-A-Puppy Events* – Student Activities brought a new event to ICC in the fall of 2021. At the first event, **30** students participated. From this event, a partnership with the Tupelo Lee Humane Society was formed.
- *Open Mic Nights* – Student Activities and the Bookstore partnered for Open Mic Nights at The Grounds Coffee Shop. On the first night, **25** students attended, and 10 students participated. A total of more than **100** attended for all four nights.
- *Mental Health Week* – Community Relations and Student Activities partnered for a week dedicated to Mental Health Awareness. Student Activities sponsored four events across all three locations: Kindness Rocks, Pet-A Puppy, Corn Chips and Cornhole and Coffee with a Cop.
- *Social Media*
 - In July 2018, Student Activities started an Instagram account to better reach the ICC student population. The @GetInvolvedICC account posts upcoming events/programs, intramural sports results, student spotlights and general announcements. As of March 2022, we increased our accounts reached to **3,279** each week. Social media presence can impact recruitment, retention, student engagement and provide easier access for administrative procedures.
 - *The Voice of ICC* – Student Activities and the Student Government Association hosted the third annual the Voice of ICC in the fall semester. There were **11** contestants and over **20** auditions. Three alumni served as judges.
 - *Blood Drives with Vitalant* – ICC held two blood drives at both the Fulton and Tupelo campuses. In Fulton, we had **13** donors and two first-time donors. In Tupelo, we had **12** donors and four first-time donors.
 - *Intramural Sports* – Student Activities offered five intramural sports throughout the fall semester including softball, kickball, dodgeball, tennis and ping pong. There were approximately 300 participants in fall intramural sports. Six intramural sports were on the schedule for the spring semester.
- *Community Service*– Student Activities partnered with Keep Tupelo Beautiful for 10 for Tupelo. ICC was allowed **40** spots on the signup. The group also partnered with the City of Fulton for “Company’s Coming” to clean up litter in Fulton.
- *Belden Center Events* – After receiving feedback from faculty at the Belden Center and the Student Activities survey, plans are for more events at to be hosted at the Belden Center. The most successful event was the cookout during Homecoming Week. There were over **50** students who participated in the event.

○ **Spring 2021 Activities**

- *Movie Night – March*
 - All Residence Hall directors participated in hosting a movie night. "42" was shown using Swank TV in the W.O. Benjamin Fine Arts Center Auditorium.
- *Addiction Seminar – March*
 - All Residence Halls participated in this event, where Jacque (JW) Wuichet, CADC Treatment Specialist, discussed his struggles with addiction and his progress.
- *Kan Jam – March*
 - All Residence Hall directors hosted a Kan Jam tournament in the Pontotoc Hall courtyard. All hall residents were invited to compete against each other for a prize.
- *Trivia Night – April*
 - All Residence Halls participated in Trivia Night, which was hosted via Zoom in the form of Jeopardy. Winners were presented with gift cards.

○ **Fall 2021 Activities**

- *Chickasaw Meet and Greet – September*
 - Snacks and drinks were provided for residents of Chickasaw to meet each other along with the Hall Director, Dylan Hart, and the Resident Assistants.
- *Pontotoc Meet and Greet – September*
 - Residence Hall Director, Ethan Cruse, and the Pontotoc Hall Resident Assistants hosted a meet and greet in the courtyard of Pontotoc Hall. Snacks and drinks were provided so all residents could have a casual atmosphere to get acquainted with the staff and ask questions.
- *Sheffield Hall Meet and Greet – September*
 - Meet and Greet was in the lobby of Sheffield Hall on September 7 at 6 p.m. The entryway was decorated, and snacks were provided. Students entered Sheffield Hall, and they were greeted by the hall director, Iris Newsome, and several Resident Assistants. The students were shown the bulletin board and given information on how to contact Sheffield Hall employees.
- *Corn Hole Tournament – September*
 - Pontotoc and Chickasaw Hall residents competed against each other in a corn hole tournament. This event provided residents of each hall with a competitive opportunity. Winners were presented with awards.

- *Self-Defense Program – September*
 - All Residence Halls participated in a self-defense class in the Sheffield Hall breezeway. Snacks and drinks were provided for the attendees. The class was taught by Jermandy Jackson, and Hall Director Ethan Cruse was used in his demonstrations.
- *Kan Jam – September*
 - All Residence Hall directors combined to host a Kan Jam tournament in the Pontotoc Hall courtyard. Residents from all residence halls were invited to compete against each other for a prize.
- *Super Smash Brothers Ultimate Tournament – October*
 - The Residence Hall Directors held a tournament for the video game Super Smash Brothers Ultimate for students of all residence halls. Students competed in a single-elimination bracket, with the winner earning a gift card for The Grounds.
- *Itawamba Hall Meet and Greet – October*
 - Residents were invited to receive free nail polish changes with Halloween-themed colored polish, glow-in-the-dark polish and decals. The mini manicures were performed by the Residence Hall Director **Heidi Riley** during the meet and greet program.
- *Itawamba Hall Selfie Event – October*
 - A Halloween-themed backdrop was displayed in the lobby for residents to take selfies.
- *Itawamba Hall Clap for the Indians – October*
 - Recognition was given to the Lady Indian student-athletes who reside in Itawamba Hall. Banners and signs were displayed in the lobby to congratulate their wins and draw other residents' attention to school activities.
- *Healthy Habits – October*
 - On October 27, 2021, **Michelle Pruitt** from the ICC Fitness Center discussed exercise and nutrition as well as demonstrated several workouts and provided flyers on blood pressure, home workouts and classes at the ICC Fitness Center. Next, she discussed nutrition and provided a picture of a healthy plate. She did an excellent job and was given a gift card to The Grounds Coffee Shop.
- *Door Decorating Contest – October*
 - Residence Hall Director Iris Newsome held a door decorating contest for the residents of Sheffield Hall. Entries were judged on October 31 by Resident Assistants, and several doors were selected as winners. First and second prize winners received gifts from the bookstore, and certificates were given to the remainder of the participants.

- *Pumpkin Painting Contest – October*
 - Students from Monroe Annex and Itawamba Hall participated in a Pumpkin Painting Contest to celebrate the Halloween season. Students were asked to decorate their pumpkins and place them outside their doors for display. On October 27, Vice President of Student Services **Dr. Brad Boggs** and Director of Housing **Dr. Chad Case** helped Residence Hall Directors pick the most creative pumpkin from each residence hall. The winning student(s) received a basket of Halloween goodies and seasonal bragging rights.
- *Food Drive – October and November*
 - All Residence Halls participated in the food drive where students donated nonperishable goods. Items received were donated to The Trading Post on the Fulton Campus to be distributed to any ICC student in need.
- *Financial Literacy Program – November*
 - **Melanie Wilhite** of Trustmark Bank made a PowerPoint presentation about Financial Literacy on the first-floor study area of Sheffield Hall. All Residence Hall directors and their Resident Assistants attended. **Ms. Wilhite** provided flyers on banking, saving and budgeting. She also presented the staff and students with practical ways to save. The presentation ended with a question-and-answer session.
- *Snake Night – November*
 - Local Marine Representative and Special Sergeant **Jacob Shuey** helped host a scientific and educational program based on one of his hobbies: snake breeding. Students learned about breeding habits, trait patterns and the basic livelihood of the Marine and his reptiles while viewing them in person. There was a large audience, and the snakes varied from a small pink Hognose to a 6-foot Ball Python.
- *Foreign Currency and Stock Exchange Seminar – November*
 - All Residence Halls participated in this event presented by Rich and Rare LLC employee's education on Foreign Currency Exchange, Stocks and Crypto.
- *Itawamba Hall Congratulates 2021 Graduates – December*
 - Winter graduates were celebrated with a backdrop and balloons placed in the lobby. The banner read 'Congratulations to Class of 2021' and featured balloons, streamers and extra-large balloons displaying 2021.
- **Spring 2022**
 - *Chickasaw Meet and Greet – January*
 - Snacks and drinks were provided for the residents of Chickasaw to meet each other along with the Hall Director, **Dylan Hart**, and the Resident Assistants.

- *Lee Hall Meet and Greet – January*
 - The Residence Hall Director **Dakota Hall** and its Resident Assistants hosted a meet and greet for the residents of Lee Hall in the first-floor lobby, where drinks and snacks were provided for attendees. It was an opportunity to become more acquainted with those responsible for upholding the standards for Lee Hall.
- *Itawamba Hall Encourage Generosity Event – January*
 - A table was set up with donated school supplies that students use/need. This event was created by Itawamba Hall resident **LaMaya J. Newsome** and Hall Director **Heidi Riley**. Items were placed in the lobby of Itawamba Hall with a sign that read, "Need one, Take one... Have some, Donate please..." Some of the available items are staples, highlighters, color pencils, envelopes, three-ring binders, pencils, pens, Bibles, shampoo/conditioner, picture frames, Scantrons and various other items.
- *Pontotoc Meet and Greet – January*
 - Residence Hall Director **Ethan Cruse** and the Pontotoc Hall Resident Assistants hosted a meet and greet in the courtyard. Snacks and drinks were provided so all residents could have a casual atmosphere to get acquainted with the staff and ask questions.
- *Sheffield Hall Meet and Greet – January*
 - The residents of Sheffield Hall were given snacks and drinks as they entered the building, and they were introduced to their Hall Director and the Resident Assistants and provided contact information about the staff of Sheffield Hall. Also, **Dr. Chad Case** judged the Resident Assistants information boards and awarded first, second and third place prizes to the most creative and informative boards. The winners received a gift card to The Grounds Coffee Shop.
- *Black History Month – February*
 - Little Known Trivia questions were emailed weekly to the students of Sheffield Hall, and prizes were awarded to the person with the first correct response.
- *Sheffield Hall - Valentine's Day Scavenger Hunt – February*
 - Students were given prompts to lead them to the next clue. This event encouraged students to work as a team and become more familiar with faculty, staff and locations on the Fulton Campus.
- *Itawamba Hall – A Month of Valentines – February*
 - A Valentine backdrop with heart-shaped helium balloons was placed in the lobby for residents to take selfies or photos with friends.
 - Valentine Door Decoration. Students were encouraged to decorate their door with Valentine's theme.
 - Valentine cupcakes were given out in the lobby.

- Valentine-themed nail polish with themed decals was provided. Mini manicures of polish changes were provided by Hall Director **Heidi Riley**, which included holiday polish colors and decals that could be applied to the nail.
- Valentine cards with candy were provided for students to create their own Valentine for their significant other.
- Valentine Contest – Residents were provided entries based on their participation in the other activities. Therefore, residents could gather multiple entries based on all in which they participated. The prize was two dinners of steak and shrimp in the dining hall.
- *Itawamba Hall Black History Month – February*
 - A display of Madame C.J. Walker was in a glass case in the lobby for students to view. It included a framed sheet of federal stamps issued by the U.S. government commemorating Madame C.J. Walker, photos of an all-ethnic-oriented salon and some antique curling irons and blow dryers. Items were provided for students to decorate their doors with Black entrepreneurs/inventors to celebrate.
 - A project and contest were initiated that featured Maya Angelou's poem, "Phenomenal Woman." Residents were encouraged to write one line each of the poem. The poem speaks to how women differ, and the significance was to have our female residents see how their writing of the text was all different, but each beautiful in its own way. The result was a banner that was about 22-25 feet long. The poem was displayed in the lobby from the second floor to the first floor.
- *Movie Night for Black History Month – February*
 - In honor of Black History Month, the Residence Hall staff hosted a movie night showcasing 'Just Mercy' featuring Michael B. Jordan, Jamie Foxx and Brie Larson. 'Just Mercy,' one of the best new releases about civil rights and the fight for justice, attracted a large audience and left many feeling emotional. This program reminded us how far we've come, how far we still must go and what we can do as we move forward.
- *Game Night – March*
 - All Residence Hall directors hosted a tabletop game night. Tabletop games were checked out of the ICC Library, and students got together in the banquet rooms and played any board or card game that was available. Students could also bring their games and play.

- **Fall 2021 events**
 - *Outdoor Seating Initiative* – To encourage social distancing and outdoor seating, Student Activities purchased more red and blue Adirondack chairs to place around both the Fulton and Tupelo campuses. This initiative provided more outdoor seating for students and resulted in a more welcoming environment.
 - *Welcome Week* – Implemented the fourth year of “Welcome Week” events at all three locations the first week of classes. Activities included Movie Night, free donuts on the first day of classes (all locations), free snow cones (Fulton and Tupelo campuses), SGA Meet and Greet and Chick-Fil-A Biscuit Breakfast at Belden.
 - *Student Involvement Fair* – During the second week of school, the Involvement Fair featured 33 clubs and organizations. Approximately 200 students visited the booths.
- **Spring 2022 events**
 - *Welcome Back Celebration events* – For the first day of class in the Spring, free breakfast at Fulton was provided, free school supply bags at Tupelo and free coffee at Belden.
 - *Unity Programs* – In celebration of Black History Month, Student Activities partnered with both SGA groups from the Fulton and Tupelo campuses. On February 16, we hosted a Unity Program with the speaker, **Dr. Richard Price**, the Senior Minister of North Green Street Church of Christ. He shared with the audience the importance of respect, diversity and unity, especially during college years. A total of approximately **60** people attended the Unity program.

ACCOUNTABILITY

2a. Improve Student Outcomes

2b. Local Workforce and Economy

2c. Manage Resources Wisely

In Support of Attainment of Goals

Alumni and Foundation – Michael Upton, Director

- Partner with local industries to garner financial support for programs that produce future employees for their business
- Work to manage and receipt in-kind gifts from industry through the Foundation
- Fundraising efforts to provide future financial support to students and the College
- Work to ensure growth of endowment through both new gifts as well as ensuring invested endowment funds are growing at a proper rate.

BUSINESS SERVICES – Sandi South, Vice President

- The Travel Reimbursement form was updated and is accessible online to employees as an Excel file. This will save time and resources for the Business office staff and the employee requesting reimbursement.
- After research and testing in Banner, it was determined that the bank reconciliation process in Banner is not efficient; therefore, TIS created an Argos report that allows the accounting staff to mark checks as cleared and generate an outstanding check list. This process is saving numerous hours for the accounting staff and making the reconciliation more accurate.
- The remodel of the Fulton Business office makes the working conditions more efficient.

COMMUNICATIONS, COMMUNITY RELATIONS AND SPORTS INFORMATION – Tyler Camp, Chief of Staff

Communications, Community Relations and Sports Information Achievements

- College Public Relations Association of Mississippi Awards
 - ICC won first place in **10** out of **32** categories, which was the most first place award finishes among all the Community Colleges in the state by almost double. The department won 20 first through third place finishes overall and won the **GRAND AWARD** in Electronic Media, the most prestigious award in the competition. ICC also swept the sports photograph category.
- Grand award
 - **C.J. Adams** for “ICC SkillUP Commercial”
- First-place awards
 - **Dr. Melissa Haab, Jordan Smith, Taylor Tutor, Donna Thomas** and **C.J. Adams** in viewbook for “2020 ICC Recruiting Look Book”
 - **C.J. Adams, Dr. Melissa Haab, Jordan Smith, Taylor Tutor** and **Donna Thomas** in admission and recruitment piece for “ICC Recruiting Trifold”
 - **Amy Brown, Donna Thomas, Dr. Bobby Solomon** and **Dr. Emily Tucker** in brochure for “MANUP Tri-fold Brochure”
 - **Lee Adams** in single piece of artwork-sports for “2020 ICC Football Poster”
 - ICC Mirror staff member, **Millie Mask**, in sports photograph for “Too Fast”
 - **C.J. Adams** in television spots for “ICC SkillUP Commercial”
 - **Nina Strother, C.J. Adams** and **Donna Thomas** in radio spot for “SkillUP Radio Commercial”
 - **Adam Gore** and **Lee Adams** in Web page: sports only for “letsgoicc.com”
 - **Maggie Caldwell, Tyler Camp, Nina Strother** and **Donna Thomas** in news media/social media for “Cameos for Graduates”
 - **Nina Strother, C.J. Adams, Dr. Jay Allen, Tyler Camp, Donna Thomas, Maggie Caldwell, Adam Gore, Amy Brown, Raphael Henry** and **Lee Adams** in Public Relations campaign for “A New Look for a New Decade: A New Identity for ICC”
- Second-place awards
 - **C.J. Adams, Nina Strother** and **Donna Thomas** in advertisements for “ICC Veterans Day Ad”
 - **Lee Adams** in single piece of artwork-sports for “2020 ICC Softball Poster”
 - **Lee Adams** in sports photography for “Leaping Interception”
 - **Adam Gore** in radio programs for “The ICC Hour”
 - **Lee Adams** in news media/social media for “Alumni Testimonials”

- **Tyler Camp, Dr. Jay Allen, Donna Thomas, Steven West, C.J. Adams, Adam Gore, Maggie Caldwell, Lee Adams, Nina Strother, Raphael Henry and Amy Brown** in Public Relations campaign for “Navigating the Pandemic: The First Six Months”
- **Maggie Caldwell, Raphael Henry and Donna Thomas** in Public Relations Innovation for “Cooking with the Tribe”
- Third-place awards
 - **Lee Adams** in sports photograph for “Comeback Catch”
 - **C.J. Adams** in television spots for “ICC Tomorrow Commercial”
 - **Adam Gore, C.J. Adams and Nina Strother** in radio spot for “Start on Time, Finish Early”
- Mississippi Press Association awards for the *Chieftain*
 - ICC’s *Chieftain* staff received 11 awards, including
 - Best General News Story, first, **Donna Thomas** and staff for “Surgical Tech;”
 - Best Sports Column, second, **Madison Haley;**
 - Best General Interest Column, first, **Samantha McNamara;**
 - Best Feature Story, second, **Donna Thomas** and staff for “Juanita Floyd;”
 - Best Feature Story, first, **Donna Thomas** for “Kayla Black;”
 - Best General News Photo, first, **C.J. Adams** for “Surgical Tech;”
 - Best Sports Photo, third, **Lee Adams** and staff for “Daveon Sistrunk;”
 - Best Sports Photo, **Lee Adams** and staff for “Octavious Williams;”
 - Best Editorials, second, **Catherine Morgan and Cora Yielding;**
 - Best Layout and Design, first, **Donna Thomas;**
 - Best Front Page, third; and General Excellence, first.
- 2021 Mississippi Community College Press Association Yearbook Competition
 - The *Mirror* won third place overall among all Mississippi community colleges.
 - The yearbooks were judged on **six** categories including cover, theme/concept, design, copy and photography. The theme won second place; coverage, third place; design, third place; copy, second place; and photography, second place.

CAREER AND WORKFORCE EDUCATION – Barry Emison, Vice President

Adult Education – Linzy Patterson, Director

- Total Number of Students Served: **448**
- Measurable Skill Gains (MSGs): **127**
- High School Equivalency (HSE) Completions: **129**
- GED - **81**
- HiSET - **48**
- Total Number of Smart Start Credentials/Certificates: **40** Credentials/**46** Certificates
- **Eleven** MiBEST programs/pathways were added in January 2022. Itawamba Community College Adult Education now offers 14 pathways/programs for students. These options include Automotive Technology, Business Office Specialist, Certified Nursing Assistant, Commercial Truck Driving, Diesel Equipment Technology, Electrician Assistant, Food Service Pathway, Heating and Air Conditioning Technology, Hospitality Management Technology, Introduction to Welding and Cutting, Manufacturing Basic Skills, Pharmacy Technology, Phlebotomy and Welding and Cutting Technology.
- High School Equivalency Students Enrolled in ICC Programs/Pathways: **51**
- Increased social media presence and marketing methods to promote programs and services available within five-county district.
- Opened a new class site with a community partner. Adult education classes are now offered at the Regional Rehabilitation Center twice a week.

Career Education – Dylan Baldwin, Director

- Mississippi Highway Patrol Preferred Candidate program (C.O.R.E.) launched fall 2021 with first class of 10 students enrolled in Criminal Justice Technology.
- The Forestry Technology program became the largest in the state with 28 majors.
- The Construction Management Technology program successfully launched fall 2021 with 22 students. Graduates of this program will enter the workforce as mid-level managers in the construction industry.
- The Early Learning Centers received two Childcare Strong grants totaling **\$519,683** from the Mississippi Department of Human Services, Early Childhood Development department. The funds will be used to enhance the centers on both the Tupelo and Fulton campuses.
- The Precision Manufacturing and Machining Technology program received a **\$14,000** grant from the Gene Haas Foundation for student assistance.
- The Automotive Technology program received a donation of four Corollas from Toyota Motor Manufacturing Mississippi.

Continuing Education and Community Services/Conference Center – Debi Martin, Director

- Served **1,482** persons.
- **359** in training classes.
- **1,123** with CEUs.
- Generated **\$32,487** in revenue.
- **683** WorkKeys® (CRC) Assessments.

Belden Center

- **161** meetings, classes, conferences and other community events
- **4,023** attendees
- Generated **\$66,579** in revenue
 - **\$43,711** for room rental fees
 - **\$22,868** from the cost/sharing quarterly billing with our WIN Center partners (Mississippi Department of Human Services, Mississippi Rehabilitation Health Services, Three Rivers Planning and Development District and National Caucus and Center on Black Aging, Inc.)
- Continue assisting various local and state agencies and organizations, such as RESA, Pontotoc School District and Federal Programs Committee, CREATE, Community Relations Association, North Mississippi Educational Consortium, North Mississippi Health Services and Community Development Foundation, by providing them with space to conduct meetings, events and training at the ICC Belden Center facility to satisfy seating restrictions due to COVID19.
- Continuing Education has generated **\$25,922** and served **961** people by providing training classes to **83** people and processing of **878** CEUs for **\$17,472**.

Early Childhood Academy Resource and Referral Network – Heather Linville, Director

The Early Childhood Resource and Referral Network served 119 childcare centers in the five-county area from April 2021 to May 2022. Technical Assistance Coordinators obtained certifications in the following professional development areas: Mind in the Making, CLASS Certification for Infant and Toddlers and Preschool and Mississippi Department of Health Childcare Regulations and Safety. All staff participated in ongoing work-based trainings and webinars.

The ICC/ECA Resource and Referral Center served **1,697 visitors**, an increase from the prior year:

- Offered **92** professional development sessions.
- Trained **923** early childcare professionals, a **376%** increase from the previous reporting period.
- Partnered with other community agencies to improve the quality of childcare: Mississippi Early Childhood Inclusion Center, Lee County Schools Early Childhood, Mississippi Department of Health, Mississippi

Department of Education Literacy Coaches, University of Mississippi Graduate School of Early Learning, Lee County Early Childhood Coalition, DDS Dentistry and Lee County Library.

- Provided **880** hours of technical assistance for directors and classroom teachers.
- Assisted childcare providers with paperwork and organization for **two** major grants: CARES Booster Shot Funds and Child Care Strong Stabilization Grant.
- Hosted **20** family engagement and childcare provider events.
- Reached **404** individuals through engagement events for families and childcare providers.
- Referred families and childcare providers to various community agencies.
- Offered a lending library (books, manipulatives and instructional materials) through which **629** items were checked out.

Mississippi Manufacturers Association-Manufacturing Extension Partnership Center

2020 Fourth Quarter through 2021 Third Quarter

A partner of MMA-MEP, ICC received the National Institute of Standards and Technology (NIST) grant money, \$100,000 annually, for the operation of the MMA-MEP Center. Based on the last four MMA-MEP Mississippi quarterly survey reports, **16** manufacturing companies had workforce training projects reported through the ICC MMA-MEP Center. The positive impact on business and industry is **\$104 million+** in cost savings, investment and sales.

WIOA/WIN Job Centers– Brad Gates, Director

ICC's Workforce Innovation and Opportunity Act Team works in partnership with Three Rivers Planning and Development District and provides services in the counties of Chickasaw, Itawamba, Lee, Monroe and Pontotoc by reaching out into the communities through local WIN Job Centers. The services provided include Individual Training Accounts, On-The-Job Training, adult internships, youth programs, Workkeys® testing and Adult Education classes.

April 1, 2021-March 1, 2022 the WIN Job Centers served the public as follows:

- On-The-Job Training (OJT) served approximately **373** individuals and **18** companies with approximately **\$513,340** obligated or paid with WIOA funds. Additionally, **267** enrollments in state-funded On-The-Job Training projects resulted in **\$458,217** being reimbursed or obligated.
- Individual Training Accounts served **62** participants, with **\$108,430** obligated through March 1, 2022.
- The Gateway Youth Program is active in all counties in the district. Gateway serves youths aged 16-24 by assisting with the acquisition of necessary work skills to increase employability followed by paid work experience. The youth program served approximately **74** participants with **20** companies as worksites.
- Careers in Advanced Manufacturing (CAMT) carried over **11** existing students from 2021 with **35** new students joining the program through March 1, 2022. ICC WIOA and the Mississippi Apprenticeship Program (MAP)

reimburses up to **\$6,000** per student per year to assist worksites in defraying costs. **Nineteen** companies currently serve as worksites.

Workforce Training – Tzer Nan Waters, Director

- Developed new Career Pathway program, Distribution Associate, which is designed to prepare individuals for jobs in logistics and distribution.
- Career Pathways was awarded a new grant from Toyota in the amount of **\$180,000**. The Toyota Mobility Grant is used to eliminate transportation barriers and provide students with tuition assistance to complete a Career Pathway program at ICC.
- Workforce Development and Training collaborated with Toyota to initiate the Create Your Future Internship program by providing the Manufacturing Skills Basic Certificate (MSBC) program to area high school seniors introducing a younger generation to careers in advanced manufacturing. Upon completion of the ICC MSBC program, these students start job rotations at the Toyota Manufacturing Mississippi plant. Since its inception, a total of **46** students from six schools completed the internship compared to **39** prior.
- **\$1 million** Workforce Enhancement Training Funds
 - Total Workforce Class Hours **63,733**.
 - College-Supported Class Hours **55,599**.
 - College-Delivered Class Hours **8,134**.
- **1,367** FY21 workforce classes
 - **232** college-delivered.
 - **1,135** college-supported.
- **64** individual projects written.
- **13,599** FY21 trainees in classes (duplicated head count)
 - College-Delivered Classes – **1,911** people trained.
 - College-Supported Classes – **11,688** people trained.
- **6,637** FY21 workforce trainees (unduplicated head count).
- **42** companies served through all projects.
- **\$165,474** gross revenue from workforce training and services.

Career Pathways

- **\$330,402** Tuition and fees from Pathways and Public Workforce classes
- **\$11,562** Grant funding for Pathway programs
 - Number of Pathway students: **538**
 - Number of students enrolled in Public Workforce training classes: **674**

Pathways

- Business Office Specialist (BOS): **14** enrolled, **9** completers (**64%** retention). Tuition and Fees (T/F): **\$5,748**.
- Certified Nursing Assistant (CNA): **166** enrolled, **146** completers/enrolled (**88%** retention). T/F: **\$70,550**.
- Commercial Truck Driving: **23** enrolled, **17** completers/enrolled (**74%** retention). T/F: **\$62,850**.
- Electrician Assistant: **4** enrolled, **4** completers (**100%** retention). T/F: **\$3,960**.
- Emergency Medical Technician Basic: **51** enrolled, **25** completers/enrolled (**49%** retention). T/F: **\$35,139**.
- Food Service Pathway: **37** enrolled, **27** completers/currently enrolled (**73%** retention). Net Revenue generated: **\$11,358**.
- Human Resources (HR) Assistant: **18** enrolled, **14** completers (**78%** retention). T/F: **\$8,000**.
- Manufacturing Skills Basic Certification (MSBC) – Toyota: Create Your Future Internship: **11** enrolled, **11** completers (**100%** retention). Tuition and fees collected: **\$8,800**.
- Medical Administrative Assistant: **22** enrolled, **12** completers/enrolled (**55%** retention). T/F: **\$12,650**.
- Pharmacy Technician: **59** enrolled, **45** completers/enrolled (**76%** retention). T/F: **\$16,744**.
- Phlebotomy Technician: **79** enrolled, **74** completers (**94%** retention). T/F: **\$38,631**.
- Small Engine Repair Technician: **19** enrolled, **17** completers (**89%** retention). T/F: **\$7,011**.
- Introduction to Welding and Cutting: **35** enrolled, **31** completers (**89%** retention). T/F: **\$12,546**.

Public Workforce Classes

- EMR Refresher: **306** enrolled, **306** completers (**100%** retention). T/F: **\$12,600**.
- Forklift Operator Training: **2** enrolled, **2** completers (**100%** retention). T/F: **\$90**.
- Forklift Train the Trainer: **2** enrolled, **2** completers (**100%** retention). T/F: **\$130**.
- Enhanced Forklift Operator Training: **17** enrolled, **17** completers (**100%** retention). T/F: **\$1,365**.
- ServSafe® Certification Prep and Exam: **63** enrolled, **63** completers (**100%** retention). T/F: **\$9,450**.
- Healthcare Provider BLS: **284** enrolled, **284** completers (**100%** retention). T/F: **\$12,780**.

Programs Funded By Grants

- Second Chance Foundation (**\$6,562**), **15** students served
 - **11** Certified Nursing Assistant.
 - **3** Business Office Specialist.
 - **1** Medical Administrative Assistant.
- BancorpSouth Grant (**\$5,000**), **9** students served
 - **2** Medical Administrative Assistant.
 - **3** EMT Basic.
 - **3** Introduction to Welding and Cutting.
 - **1** Certified Nursing Assistant.

HUMAN RESOURCES AND ADMINISTRATION – Tim Senter, Vice President

Human Resources – Tim Senter

- Coordinated the advertisement of **55** job vacancy notices, hiring **47** new full-time employees, including conducting new employee orientations with each; hired **46** part-time employees and conducted **46** exit interviews with individuals resigning or retiring from ICC.
- Created a procedures manual for employees and college administrators, detailing how College personnel follow and administer Board Policy.
- Oversaw College personnel budgets as a whole, experiencing a **6.5%** savings in budget versus actual expenses.
- Managed Unexpended Plant funds, producing a positive fund balance at year's end to be applied toward future projects.
- Led multiple professional development sessions to include, but not limited to, PERS, COVID guidelines and supervisor training.
- Issued a Request for Qualifications (RFQ) for a Comprehensive Performance-Based Energy Conservation Program to provide energy savings for the College.
- Issued a Request for Proposals (RFP) for a Fleet Management Program to supplement the Transportation Department in services offered to employees.

Physical Plant– John Wayne Harris, Director

- **Three** reroofing projects included Indoor Sports Facility, Football Fieldhouse and Football concession stand.
- Renovated multiple buildings and spaces: Fulton Campus Business office for new office space, Crubaugh Technical Education Building classroom for a STEM program, Simulation Lab in the Health Science Education Center for student instruction, Fitness Center lobby for guest interaction, multiple faculty houses, softball drainage/dugouts and lighting in some student residential parking lots.
- Purchased and renovated a new faculty house.
- Physical plant staff completed **2,313** work orders.
- Managed construction on the following projects:
 - W.O Benjamin Fine Arts Center Auditorium; Renovation Construction Cost - **\$1,855,000.**
 - Multi-Purpose Building Exterior Renovation, Construction Cost - **\$1,866,620.**
 - Magnolia Hall Construction; Construction Cost - **\$17,332,210.**
- Managed interior design work on the following projects:
 - W.O Benjamin Fine Arts Center; Auditorium Renovation Furniture Cost - **\$234,946.**
 - Magnolia Hall Construction; Furniture Cost - **\$520,801.**

Print Shop – John Bowen, Manager

- Printed over **1.1 million** copies, including exams for instructors, office forms, flyers, posters, rack cards, brochures etc.
- Printed **9,400** garments for college clubs, athletic teams, special events and bookstore.
- Replaced the color copier with a new digital press, which has allowed the print shop to produce more printed materials in-house, providing a much higher print quality.

Transportation – Kevin Turner, Manager

- Purchased three vehicles for the general fleet
- For Fiscal Year 2021, the Transportation Department conserved approximately **24** percent of its non-personnel budget.
- Provided drivers for **92** athletic trips, **13** student activities trips and **5** community-related trips.

INSTRUCTIONAL SERVICES – Dr. Michelle Sumerel, Vice President**Academic Division, Mathematics – Heather McCormick, Chair**

- The Mathematics Division sends MAT 1314 students to Supplemental Instruction to improve both retention and success.
- The Mathematics Division is working with Institutional Effectiveness on the IDEA grant initiative to examine and reduce equity gaps.
- The Mathematics Division established a study room for students enrolled in upper-level mathematics courses.
- Heather McCormick is recording new videos for online MAT 1723.
- Bridgett Cash improved her Student Success Rate.

eLearning Instruction – Denise Gillespie, Dean

- ICC's Paralegal Technology program was ranked second in the nation by College Values Online.
- ICC received more than **\$500,000** in Child Care Strong Stabilization grants as part of the American Rescue Plan Act. This funding will be used to enhance childcare centers on both the Tupelo and Fulton campuses.

Health Science Instruction – Rilla Jones, Dean

- Beth Bowers, Clinical Coordinator for Respiratory Care Technology, completed a master's degree in teaching with an emphasis in Biology.
- The Associate Degree Nursing and Practical Nursing programs were awarded a **\$40,000** N.E.W. Beginnings – Nursing Education for Women grant. Selected students were awarded **\$800** stipends during the last semester in their programs. The targeted, need-based funding allowed students approaching graduation to be able to pay for expenses such as NCLEX review courses, licensing exams and gaps in other financial aid awards that could prevent them from program completion.

Institutional Research and Effectiveness – Liz Edwards, Director

- **Liz Edwards** completed the Five-year Strategic Planning process implemented via an online course in Canvas and through an in-person retreat. The final, formal strategic plan was approved by the Cabinet and Board of Trustees in January 2022 and announced to the College.
- **Diann Nichols** published professional development sessions for ICC employees in Canvas on SEI Frequently Asked Questions and Annual Planning Training for New Planners.

Instructional Support Services – Rachel Steele, Director

- Instructional Support Services seeks student success in all aspects and believes its efforts aid in student success for its students and other academic departments (namely math and English), as evidenced by its most recent ASC data. While the spring term was challenging, the department obtained adequate baseline data to move forward to a more standardized format of developmental instructional support (i.e., the Access program, Enhancement of Study, etc.).
- Success data from Instructional Support Services is presented in the following five charts.

ICC Athletic Team	2019- 2020 Team GPA	Fall 2020 Team GPA	2020- 2021 Team GPA	Fall 2021 Team GPA
Baseball	3.46	3.01	3.50	3.21
Men's Basketball	3.08	3.00	2.83	2.84
Women's Basketball	3.1	3.02	3.03	3.20
Football	2.63	3.00	2.65	2.85
Golf	2.68	3.01	3.05	3.06
Men's Soccer	3.23	3.01	2.94	3.11
Women's Soccer	3.58	2.99	3.28	3.26
Softball	3.65	3.01	3.44	3.38
Men's Tennis	3.22	2.99	2.96	3.45
Women's Tennis	3.66	3.00	3.06	3.61
Volleyball	N/A	3.00	3.57	3.51

Academic Success

Success Rate = percentage of students who earned a 70% or better

ENG 0113: Beginning English & Reading		
Term	ASC Students	Non ASC Students
Fall 2021	75%	43%
Spring 2021	18%	43%
Fall 2020	51%	45%
Spring 2020	58%	55%
Fall 2019	77%	59%
Spring 2019	100%	49%
Fall 2018	No comparable data	

ENG 0123: Intermediate English & Reading		
Term	ASC Students	Non ASC Students
Fall 2021	69%	58%
Spring 2021	10%	60%
Fall 2020	66%	56%
Spring 2020	66%	49%
Fall 2019	84%	62%
Spring 2019	42%	59%
Fall 2018	No comparable data	



MAT 0124: Beginning Algebra		
Term	ASC Students	Non ASC Students
Fall 2021	40%	28%
Spring 2021	25%	24%
Fall 2020	30%	37%
Spring 2020	56%	60%
Fall 2019	65%	57%
Spring 2019	15%	43%
Fall 2018	No comparable data	

MAT 1233: Intermediate Algebra		
Term	ASC Students	Non ASC Students
Fall 2021	49%	27%
Spring 2021	30%	26%
Fall 2020	33%	31%
Spring 2020	No comparable data	
Fall 2019	No comparable data	
Spring 2019	No comparable data	
Fall 2018	No comparable data	



STUDENT SERVICES – Dr. Brad Boggs, Vice President

Admissions – Dr. Bobby Solomon, Director

- Worked in conjunction with Instructional Services and TIS to streamline the submission of documents through Document Manager and Counselor Connect Portal to improve the admission process for prospective students to include Dual Credit High School Students.
- Processed **2,164** documents in Document Manager to verify students' residency and **1,390** documents for high school students' dual credit admission.
- Approximately **640** graduates completed an online Graduation Canvas Course which streamlined the cap and gown distribution/pick-up process, ticket-claim for family and guest seating and dissemination of pertinent information regarding COVID-19 Safety Protocols.
- Coordinated with College bookstores to distribute as many as **640** caps and gowns to graduates.
- Utilized new Argos Report to help identify prospective graduates and certify candidates for graduation in a timely manner.

Advising – Mande Miller, Director

- Advising also collaborated with Instructional Services and College Life with the development of assignments and modules centered around advising, advising period and registration. These efforts were implemented to improve adviser-advisee relationships and increase registration numbers during the advising period. **85** percent of the students registered were advised by their adviser.
- *Special Events/Presentations:*
 - College Transfer Fairs in Tupelo and Fulton.
 - PTA Résumé/Employability Workshop (**11**).
 - OTA Résumé/Employability Workshop (**14**).
 - OTA Mock Interviews (**14**).
 - HIT Résumé/Employability Workshop.
 - Mande Miller LLS 1152 Résumé presentation (**31**).
 - Career Testing Tuesdays (Spring).
 - Mock Interview Days, April – Fulton and Tupelo – using alumni (JESCO and Trustmark).
 - Résumé Repair Shops, February in Fulton (**5**) and Tupelo (**10**).
 - Residence hall presentation – Sheffield Hall and men's residence halls combined.
 - MRPSP/MRDSP (Dentists and physicians' scholarship, **18**).
 - Health Science Professional Development PD in Canvas, February (**139** faculty completed).
 - Are You Ready to Apply for Health Science Programs – Tupelo February (**16**); Fulton March (**18**).
 - Business Career Spotlight and Social Career Spotlight, April.

Financial Aid – Terry Bland, Director

- Implementation of a phone tree which reduced the number of calls being transferred by Financial Aid staff to other departments from **40%** to **17%**. It drastically reduced the number of calls we are having to be manually transferred to another department. Incoming calls were tracked before the implementation of the phone tree. In September, **424** calls were logged. **255 (60%)** of those were financial aid related, and **169 (40%)** of those were transfer requests to another department. In October, **629** calls were logged; **371 (58%)** of those were financial aid related, and **258 (41%)**, transfer requests to another department. After implementation of the phone tree, in November, **245** calls were logged, **203 (83%)** of those were financial aid related, and **42 (17%)** were transfer requests to another department.

Fitness Center – Michelle Pruitt, Director

- Started planning to relocate the Tupelo Campus Fitness Center into the old bookstore.

Housing – Dr. Chad Case, Director

- Hired **Kaitlyn Stanfield** as the administrative assistant to the Vice President of Student Services and Director of Housing.
- Hired **Sarah Roper** as the Hall Director for Monroe Hall and Monroe Annex.
- Hired **Heidi Riley** as the Hall Director of Itawamba Hall.
- Hired **Iris Newsome** as the Hall Director for Sheffield Hall.
- Hired **Dakota Hall** as the Hall Director at Lee Hall.
- Room checks are on Tuesdays and Thursdays every week. An emphasis has been placed on cleanliness.
- Negotiated new washers and dryers in each residence hall at no cost to the College.
- Continuing to move toward **100%** online applications.
- Provided all RAs with T-shirts for move-in days.
- **Kaitlyn Stanfield** now oversees The Trading Post (student-led food pantry).

CAMPUS SAFETY

3a. Safety Training

3b. Safety Plan

In Support of Attainment of Goals

INSTRUCTIONAL SERVICES – Dr. Michelle Sumerel, Vice President

eLearning Instruction – Denise Gillespie, Dean

- **Dr. Laura Pannell** provided Conflict Management training for ICC residence hall resident assistants.
- Built and delivered COVID safety protocol courses in Canvas, and completion of this training was required for all students and faculty.

HUMAN RESOURCES AND ADMINISTRATION – Tim Senter, Vice President

Physical Plant– John Wayne Harris, Director

- Implemented a new inspection schedule for equipment to ensure its safety and functionality.
- Implemented a college wide work order and preventative maintenance system.

Transportation– John Wayne Harris, Director

- Maintained over **80** vehicles to provide safe traveling conditions. An estimated **141,000** miles were driven in the general fleet.

STUDENT SERVICES – Dr. Brad Boggs, Vice President

- Discussed the Violence Against Women Act, Clery Act, Gender-Based Misconduct Policy, reporting and Title IX information to all residence hall students in a virtual format – Fall 2021.
- Provided virtual mental health sessions for all employees and students – fall 2021 and spring 2022.
- Faculty and staff covered severe weather preparedness and safe shelters with their students and office staff during statewide tornado drills – fall 2021 and spring 2022.
- Self Defense, CPR and AED training sessions have been offered in the Fitness Center.
- Presented Campus Safety and Emergency Procedures Information to all residence hall students virtually – fall 2021.
- Emergency Procedures posters have been placed in all classrooms and offices at all three locations to give students/employees quick access to emergency procedures and College emergency phone numbers.
- Updated the Emergency Procedures for the College.
- Hired a full-time Chief of Police.
- Implemented pay raises for all officers to align their rate to that of local law enforcement officers.
- Promoted two officers to the positions of Day Lieutenant and Evening Lieutenant.

Campus Police – Jason Dickinson, Chief

- All officers received training for the following:
 - COVID safety measures
 - Weapons recertification
 - Active Shooter
 - FBI Color of Law
 - Cultural diversity and sensitivity training
 - CPR training
 - Taser and Taser Recertification
 - Defensive Driving Training Certification
- Created video of buildings at all three locations to display in the command center for active shooter training.
- Started working toward a new Web page for the Campus Police Department.
- Worked with all residence halls regarding the Safety and Emergency Procedures Clery Act was completed.
- Changed uniforms for higher visibility.
- Worked with local law enforcement agencies with training for emergency.
- Continued Everbridge training.
- Cell phones were upgraded to implement new Everbridge safety features.
- Added an additional cell phone so both officers on duty at the Fulton Campus always have a cell phone.

TECHNOLOGY

4a. Training On and Use Of Technology

4b. Maintain Adequate Technology

In Support of Attainment of Goals

The **Professional Development Committee** is dedicated to providing targeted professional development sessions based on needs as evidenced by institutional data. Members of the Professional Development committee for **2021-2022** include

Bennett	Sherry	Librarian
Coleman	Allen	Director of Telecommunications and Information Services
Davis	Sherry	Academic Instructor
Emison	Barry	Dean of Career and Technical Instruction
Gillespie	Denise	Dean of eLearning Instruction
Gray	Holly	Director of Library Services
Harris	John Wayne	Director of Projects and Energy Management System
Hughes	Stacey	eLearning Adviser and Lab Coordinator
Jones	Rilla	Dean of Health Science Instruction
Kennedy	Paige	Administrative Assistant to Vice President of Instructional Services
Knight	Wilson	eLearning Development Coordinator
McCraw	Brandi	Instructional Coordinator
Miller	Mande	Director of Advising/Director of Tupelo Campus
Nichols	Diann	Assessment Coordinator
Senter	Tim	Executive Director of Human Resources and Administration
Solomon	Bobby	Director of Admissions/Registrar
Sumerel	Michelle	Vice President of Instructional Services, Chair

Professional Development on Technology and Other Topics for 2021-2022 Included

<p>Offerings</p> <p>Creating a Community of Respect: VAWA, Clery and Title IX</p> <p>Phone and Email Etiquette</p> <p>Smartboard</p> <p>Stress Management</p> <p>Student Learning Outcomes Data Entry</p> <p>Teaching Strategies</p> <p>Who Are The Millennials?</p> <p>SEI Frequently Asked Questions</p> <p>FERPA Basics</p> <p>Canvas Training for Traditional Instructors</p> <p>Basic Canvas for Online Instructors</p> <p>eLearning Training - Comprehensive Canvas</p> <p>Itawamba Teaching and Learning Institute</p> <p>PROCTORED EXAMS WITH HONORLOCK</p> <p>Meeting Owl Session</p> <p>Inclusive Access - Behind the Scenes</p> <p>Changing the World One Communicator at a Time</p> <p>Phone and Email Instructions</p> <p>Using Canvas Rubrics for Rigorous Assessment</p> <p>First Impressions: Canvas Dashboard Images</p> <p>Visual Engagement: Tips for Designing Canvas Pages</p> <p>Academic Integrity Faculty Training</p> <p>Intermediate ZOOM</p> <p>The Internet and Social Media in the Classroom</p>	<p>Offerings</p> <p>Checkups with Dr. Thomas Dobbs and Dr. Paul Byers</p> <p>WEBINAR SERIES</p> <p>Growing with Canvas-Self Paced</p> <p>Crossing the Bar: Attaining Student Success</p> <p>RCE Basics</p> <p>Dropout Detective Training</p> <p>Office Dynamics International - 25 Proven Tips to Administrative Excellence</p> <p>5 TikTok Tips for Admissions and Marketing</p> <p>Educating Gen z: Are you ready to use TikTok to teach</p> <p>25 Ideas for Great Admissions Content HOW TO USE IT TO GET RESULTS</p> <p>What CTE and AEFLA Administrators Need to Know About the Federal Regulations in EDGAR and the UG</p> <p>Reentry and Reengagement During a Pandemic: Today's Workforce</p> <p>Mississippi Community College Leadership Academy</p> <p>Mississippi Highway Patrol CORE Program</p> <p>Success in Less Than Ideal Circumstances</p> <p>Physical Plant Equipment Training</p> <p>Surge Suppression and Maintenance Planning</p> <p>How to Properly Work Equipment</p> <p>Model Shell Basics</p> <p>Web Enhanced Instruction</p> <p>An Exercise in Exceptions</p> <p>Handling Medical Emergencies</p>
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<p>Early Childhood LETRS Training Day</p> <p>Resident Assistant Training</p> <p>Early Childhood Academy Retreat</p> <p>Preparing for Re-Opening: The Admin's Role in Taking Control</p> <p>2020 MSSGC Coordinators Workshop</p> <p>Virtual Resource Fair for Early Childhood Education</p> <p>Data Analytics: Fastcase and Docket Alarm (2021)</p> <p>Introduction to Boolean "Keyword" Searches (2021`)</p> <p>MS/LA Leadership Conference 2020 Mission: Recognition</p> <p>Tupelo/Belden Faculty Association Meeting</p> <p>SKD Adviser MMS Training</p> <p>From All to Each and Every: Resources and Practices for Supporting Children of Diverse Culture....Era of COVID-19</p> <p>Mobile Learning 12</p> <p>Connect with Confidence in Higher Ed</p> <p>4th Annual Suicide Prevention Symposium</p> <p>Using PsychLearn with Shifting Course Delivery</p> <p>Caregiver University - Caregiver Resources</p> <p>STARLINK - Hot Topics - Working with Students with Autism in the Classroom</p> <p>STARLINK - Accommodating Students with Disabilities Online</p> <p>STARLINK - ADA Compliance</p>	<p>STARLINK - How Can I Use Simple Gamification Strategies to Engage My Students</p> <p>STARLINK - How Do I Build Community in My Classroom</p> <p>STARLINK - How Can I make the Activities in My Course More Inclusive?</p> <p>STARLINK - How Do I Infuse Equity into Any Online Class?</p> <p>STARLINK - What Do I Need to Know About Referring Students for Help?</p> <p>STARLINK - How Can I Get Started with the Virtual Classroom</p> <p>STARLINK - Hot Topics - Top Sites and Apps for Educators</p> <p>STARLINK - COVID19: Ergonomics and Creating Your Workstation at Home</p> <p>STARLINK - Hot Topics - Working with Students with Autism in the Classroom</p> <p>STARLINK - How Can I Use Icebreakers to Connect with Students?</p> <p>STARLINK - 8 Secrets of Career Success</p> <p>STARLINK - Improving Your Communication Skills</p> <p>STARLINK - Dynamic Communication Strategies, Including Gen Z</p> <p>STARLINK - Hot Topics: Be Fit for Stress</p> <p>STARLINK - Hot Topics: Student Engagement-Connective Instruction</p> <p>STARLINK - Hot Topics: Top Apps for Teaching Success</p>
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Alumni and Foundation – Michael Upton, Director

- Improved online Foundation scholarship application process in the 2021/22 selection.

BUSINESS SERVICES – Sandi South, Vice President

Telecommunications and Information Services – Allen Coleman, Director

- Completed outdoor Wi-Fi system that was started in the previous year and began an upgrade of indoor Wi-Fi.
- Designed a Microsoft Surface platform to allow instructors and some staff to have a mobile device that is configured with enhanced security and connectivity needed to utilize college resources both on- and off-college locations. Distribution of Surfaces began in Spring 2022 and will continue as training can be scheduled and peripheral devices can be upgraded.
- Designed and implemented a new room scheduling system to replace an outdated and expensive third-party product that no longer met the needs of the college.
- Implemented an automated system to purge inactive employee accounts. This allows the College to stay in compliance with licensing requirements and does not require manual intervention for account removals.
- Enforced multi-factor authentication for all employees using the Microsoft Authenticator mobile app, which allows the College to meet requirements to continue to carry cyber insurance. This also included creating a new system to allow elevated accounts to be used by TIS employees, eliminating the need for standard user accounts to have administrative right to any college assets.

INSTRUCTIONAL SERVICES – Dr. Michelle Sumerel, Vice President

Academic, Computer Science – Bradley Howard, Chair

- **Doris McCreary** attended a USM Cybersecurity meeting at the University of Southern Mississippi, February 24-25, for emerging cybersecurity education in Mississippi.
- **Doris McCreary** participated in an online six-week Lighthouse course for diversity in Computer Science through the University of Virginia funded by the National Science Foundation. She also attended the iNavigate Common Virtual Conference in May 2021 and the Creating Futures through Technology Conference in Biloxi, March 2-4, 2022, to learn about emerging teaching and technology trends in education. The Computer Science Department is currently in the process of upgrading its labs. Crubaugh Technical Education Center 209 was upgraded December 2021-January 2022 with new desks and a new 4K projector.
- *MentorLinks STEM Grant*
 - In August 2021, ICC was awarded a **\$20,000** MentorLinks grant through the American Association of Community Colleges. It was written by **Bradley Howard, Dr. Jada Mills** (Natural Science division

chair) and **Heather McCormick** (Mathematics division chair) under the leadership of **Dr. Michelle Sumerel** and **Barry Emison**. The grant funds will be utilized for the following new STEM initiatives: STEM Week (first week in February each year), a new STEM Club for students and an Introduction to STEM Professions course. The first STEM Week was February 7-11, 2022, and included a STEM proclamation by **Dr. Jay Allen** (Monday), tables set up at both the Fulton and Tupelo dining halls to provide information on upcoming STEM initiatives (Tuesday and Wednesday) and a STEM seminar by former ICC instructor and current University of Tennessee instructor **Dr. Betsy Chesnutt** (Thursday). In March, there was a STEM Day at the Belden Center involving tours for STEM faculty and a short presentation by **Dylan Baldwin** on STEM programs at Belden. The Introduction to STEM Professions course is being developed in spring 2022 for launch in the fall 2022. It will introduce STEM career paths (academic and career education) to students to better help them in deciding a career. The STEM Club, which replaces the Computer Club and Science Club, is currently being organized and will begin in the fall 2022. The club will meet at the Fulton Campus, Tupelo Campus and the Belden Center to better serve all students interested in STEM at ICC. The club will be created to allow students to network with other students with an interest in STEM, for STEM speakers to visit ICC to speak to students and for students to meet with university representatives. The club will also introduce emerging technology to students. Under the grant, ICC has a mentor, **Louis McIntyre**, and an advising team to help implement the STEM initiatives. **Bradley Howard** and **Dr. Michelle Sumerel** are the lead project members for the grant.

- *STEM Research Internship*
 - **Bradley Howard** worked with **Dr. Jada Mills**, **Heather McCormick** and **Dr. Brandi McCraw** on a research opportunity with **Dr. Erica Walker** from Brown University. The research involves two ICC students who will be provided an opportunity to research air/water/noise pollution in our area in the summer of 2022 with another possible research opportunity in the fall of 2022. Students were selected in February 2022, and the two students will be paid to work with **Dr. Walker** and one ICC faculty member from May-August 2022 on the research project.

Academic, Fine Arts – Dr. Cass Patrick Howard, Chair

- **Jill Coker** encouraged students in Interpersonal Communication and Introduction to Public Speaking to utilize Studio in Canvas to submit the required video assignments as well as provided step-by-step instructions for using Studio to record video assignments.
- **Dr. Cass Patrick** required use of music software, Musition and Auralia, as part of Music Theory – for all music majors. This software embedded in Canvas allows students to practice analytical and auditory music skills in an online setting that provides immediate feedback.

Academic, Mathematics – Heather McCormick, Chair

- Because of COVID-19, the Mathematics Division uses Zoom in its classes to ensure social distancing within the classroom and to enable students who are quarantined to continue to attend class.
 - Many instructors use the iPad on a regular basis, which provides digital copies of notes for students.
- **Heather McCormick** is recording new videos for online MAT 1723.
- The Mathematics Division along with the Natural Science and Computer Science Divisions received the MentorLinks Grant from the American Association of Community Colleges for **\$20,000** to be used over the course of two years to improve student engagement and retention in the STEM fields. Through this grant, a STEM Club will be established beginning in the fall of 2022, an Introduction to STEM Professions class (beginning fall 2022) will be offered and a STEM Week (beginning spring 2022) will be hosted.

Academic, Natural Science – Dr. Jada Mills, Chair

- **Beth Campbell** created instructional Canvas Studio videos for quarantined students.
- Natural Science faculty created multiple engagement videos for online classes.
- Natural Science instructors use OWL technology to enhance instruction for students in hybrid classes or quarantined.
- Natural Science instructors use Zoom technology to enhance instruction for students in hybrid classes or quarantined.
- Anatomy and Physiology, General Biology, Chemistry and Physics courses utilize Mastering in Pearson. This technology enables students to supplement lecture by accessing multiple study areas and quizzes to learn materials.

eLearning Instruction – Denise Gillespie, Dean

- Provided training on Canvas Studio so instructors can seamlessly record video and embed them in Canvas courses.
- HonorLock remote testing software was used for over **500** on-campus course exams. This process facilitated accelerated calendars and allowed instructors to devote more time to lecture.